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A RAND NOTE

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PACER SHARE Productivity and Personnel  
Management Demonstration: Appendices to  
First-Year Evaluation

Bruce R. Orvis, James R. Hosek,  
Michael G. Mattock

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## **A RAND NOTE**

**N-3257-FMP**

### **PACER SHARE Productivity and Personnel Management Demonstration: Appendices to First-Year Evaluation**

**Bruce R. Orvis, James R. Hosek,  
Michael G. Mattock**

**with Rebecca Mazel, Roya Bauman**

**Prepared for the  
Assistant Secretary of Defense  
(Force Management and Personnel)**

**RAND**

## PREFACE

This Note contains the appendices of the RAND report (R-3943-FMP) that describes the PACER SHARE Demonstration Project and the plan that has been developed to evaluate it. The report also presents statistical results concerning quality of work life, organizational flexibility, work quality, and productivity during the baseline period prior to the demonstration and throughout its first year. The appendices present the survey questionnaire used in the first-year evaluation and provide supplementary statistical results.

The study is funded by the U.S. Air Force through a special arrangement with the Office of the Assistant Secretary of Defense for Force Management and Personnel, the research sponsor. It is being carried out by the Defense Manpower Research Center, a component of the National Defense Research Institute, RAND's federally funded research and development center sponsored by the Office of the Secretary of Defense and the Joint Chiefs of Staff.



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## Appendix A

### YEAR ONE FOLLOW-UP SURVEY QUESTIONNAIRE

This appendix presents an annotated version of the questionnaire used in the year one follow-up survey of the work forces at the Air Logistics Centers. The item numbers (V1, V2, etc.) correspond to the variable names used in the analyses. Items in the "200" series are questions added to the questionnaire for the follow-up. Items marked with an asterisk were asked of Sacramento only, and items with a double asterisk were asked at the comparison sites only.

### SURVEY OF ATTITUDES IN THE DIRECTORATE OF DISTRIBUTION

PLEASE DO NOT TURN THIS PAGE UNTIL YOU ARE ASKED TO DO SO.

This survey was designed to enable you to provide information on how you feel about your work at the Directorate of Distribution (DS). The results of the survey are completely confidential and anonymous. The completed questionnaires will be taken to The RAND Corporation in Santa Monica, California for analysis. No individual respondents will be identified. No completed questionnaires will be given to DS--only statistical summaries will be provided. We have taken these steps to enable you to answer the questionnaire as openly and honestly as you can. Please feel free to do so. Completion of the questionnaire is voluntary. We appreciate your cooperation.

## SECTION 1: CURRENT ATTITUDES

Each statement in this section concerns your feelings about your work at the Directorate of Distribution (DS). Please indicate the extent to which you agree or disagree with each statement. Mark an "X" in the numbered box below the response that best indicates how you feel. Remember, we are interested in YOUR feelings about YOUR work situation. There are no right or wrong answers to these questions.

V1. I usually know whether or not my work is satisfactory.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V2. Regular pay increases here depend on how well a person performs his/her job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V3. The union and management are hostile toward each other.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V4. My unit works well together.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V5. If we have a decision to make, everyone is involved in making it.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V6. Under the present system it is very difficult to motivate employees with financial rewards.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V7. When changes are made in DS, the employees usually lose out in the end.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V8. Considering my skills and the effort I put into my work I am satisfied with my pay.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V9. High performers tend to stay with DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V10. What happens to DS is really important to me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V11. I have confidence and trust in my co-workers.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V12. It is clear how pay decisions are made around here.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V13. Employees here feel you can't trust management in this directorate.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V14. My job duties are clearly defined by my supervisor.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V15. My supervisor encourages subordinates to participate in important decisions.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V16. To help DS, it is necessary that I think of ways to help other sections, branches, or divisions do their jobs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V17. I have control over how I spend my time working.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V18. My co-workers encourage each other to give their best effort.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V19. My supervisor handles the administrative parts of his/her job well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]



V20. I am satisfied with my opportunities for advancement.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V21. My supervisor gives me adequate information on how well I am performing.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V22. Other employers in this area pay more than the government does for the kind of work I am doing.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V23. My supervisor has strong technical skills.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V24. Promotions here depend on how well a person performs his/her job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V25. Coming up with new ways to do my job leads to good job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V26. If I had the chance I would take a different job within DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V27. I will be promoted or given a better job if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V28. My supervisor demands that people give their best effort.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V29. My pay is determined by my individual job performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V30. I could find a job with another employer with about the same pay and benefits as I now have.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V31. My supervisor works well with people.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V32. All in all, I am satisfied with the position classification procedures in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V33. My job allows me to achieve personal satisfaction.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V34. My supervisor is interested in my opinion on how to improve things in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V35. DS gives me adequate training to do my job well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V36. If DS saves money because we (i.e., the employees) work harder or better, some of the savings will be shared with us.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V37. I will be demoted or removed from my position if I perform my job poorly.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V38. In DS, conflict that exists between work units gets in the way of getting the job done.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V39. My supervisor keeps informed about the way subordinates think and feel about things.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V40. Management in DS is concerned about me as a person.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V41. If one of my co-workers isn't working hard enough, I would tell him/her so.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V42. It is necessary for DS to minimize costs and maximize performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V43. Working hard on my job leads to good job performance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V44. It is necessary for everyone in DS to help support other directorates such as Maintenance.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V45. In general, I like the way the union handles things.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V46. Coordination among work units is good in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V47. It would be very hard for me to leave my job even if I wanted to.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V48. Pay differences in DS fairly represent real differences in levels of responsibility and job difficulty.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V49. I deserve most of the credit or blame for how well my work gets done.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V50. My supervisor sets clear goals for me in my present job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V51. I will be given simpler work or less work if I perform my job poorly.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V52. People in DS will do things behind your back.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V53. To help DS it is necessary that I think of ways to help my section do its job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V54. In general, I like working here.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V55. I have a great deal of say over what has to be done on my job.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V56. If I have ideas on how other people in DS could improve their work I should tell their supervisors.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V57. My co-workers are afraid to express their real views.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V58. In general, I am satisfied with my job.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V59. In DS, employees receive equal pay for equal work.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V60. The amount of money I will receive for working harder is enough to make me work harder.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V61. Working hard on my job leads to gaining respect from my co-workers.

Strongly				Strongly
Disagree	Disagree	Undecided	Agree	Agree
[1]	[2]	[3]	[4]	[5]

V62. I am personally responsible for helping DS improve its performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V63. Low performers tend to leave DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V64. In DS, you make more money in blue-collar jobs than in white-collar jobs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V65. New employees in DS are well qualified for their jobs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V66. In general, disciplinary actions taken in DS are fair and justified.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V67. Employees here take full advantage of their grievance and appeal rights.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V68. In my work unit we tell each other the way we are feeling.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V69. I have all the skills I need in order to do my job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V70. My pay is fair considering what other places in this area pay for the same kind of work.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V71. In DS, authority is clearly delegated.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V72. For DS to do its mission well it is necessary for me personally to do a good job.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V73. If I have ideas on how people in DS could improve their work I should tell them.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V74. My supervisor encourages me to help in developing work methods and job procedures.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V75. My supervisor helps me solve work related problems.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------



V76. If I were subject to an involuntary personnel action, I believe I would be told about my grievance and appeal rights.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V77. I have the authority I need to accomplish my work objectives.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V78. Quality control programs help me do my job better.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V79. I will receive more money if I work harder for DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V80. It is necessary for DS to maintain high work quality and timeliness.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V81. All in all, I am satisfied with my pay.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V82. I will get a larger pay increase if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V83. I have too much at stake in my job to change jobs now.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V84. Under the present system financial rewards are seldom related to employee performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V85. I often think about quitting.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V86. My job is challenging.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V87. My pay is fair considering what people in other directorates are paid.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V88. Management is flexible enough to make changes when necessary.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V89. On my job I know exactly what is expected of me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V90. The work I do on my job is meaningful to me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V91. I am satisfied with the chances I have to learn new things on my job.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V92. I am given the opportunities I want to participate in training programs.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V93. Management and the union are willing to try solutions which haven't been tried before.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V94. In my work unit everyone's opinion gets listened to.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V95. I can save money for DS by working harder or better.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V96. My supervisor is concerned about me as a person.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V97. I have ideas about how I could do a better job for DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V98. Management is only willing to negotiate about a few specific issues.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V99. I will have better job security if I perform especially well.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V100. All in all, I am satisfied with my work unit.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V101. Employees do not have much opportunity to influence what goes on in DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V102. Competition for jobs here is fair and open.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V103. I am satisfied with the amount of job security I have.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V104. I would prefer not to receive an annual performance appraisal from my supervisor.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V105. During the next year I will probably look for a new job outside DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
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V106. My own hard work will lead to recognition as a good performer.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
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How satisfied are you with the efforts your union has made to get each of the following outcomes for its members?

V107. More meaningful work for members?	[1]	Very dissatisfied
	[2]	Dissatisfied
	[3]	Neither satisfied nor dissatisfied
	[4]	Satisfied
	[5]	Very satisfied

V108. Fairer job classifications?	[1]	Very dissatisfied
	[2]	Dissatisfied
	[3]	Neither satisfied nor dissatisfied
	[4]	Satisfied
	[5]	Very satisfied

V109. Fairer promotion policies?	[1]	Very dissatisfied
	[2]	Dissatisfied
	[3]	Neither satisfied nor dissatisfied
	[4]	Satisfied
	[5]	Very satisfied

V110. How satisfied are you with the success your union has in bargaining non-wage issues? [1] Very dissatisfied [2] Dissatisfied [3] Neither satisfied nor dissatisfied [4] Satisfied [5] Very satisfied

If I took a new job, I would do so to gain: (Mark the *THREE* most important.)

V111. [1] More responsibility  
V112. [2] Better pay  
V113. [3] More job security  
[4] Better supervisors  
[5] More interesting work  
[6] More important program  
[7] Better working conditions  
[8] More convenient office hours  
[9] Better promotion opportunities  
[10] More congenial colleagues  
[11] Better geographical location  
[12] Better benefits

Please indicate how important each of the following is in determining your pay:

V114. The quality of your job performance? [1] Not important at all [2] Somewhat important [3] Important [4] Very important [5] Extremely important

V115. The quality of your work unit's performance? [1] Not important at all [2] Somewhat important [3] Important [4] Very important [5] Extremely important

V116. The amount of responsibility on your job? [1] Not important at all [2] Somewhat important [3] Important [4] Very important [5] Extremely important

V117. Your length of service? [1] Not important at all [2] Somewhat important [3] Important [4] Very important [5] Extremely important

- V118. Would you be willing to serve as a member of a union-management committee? [1] Yes  
[2] No
- V119. Please rate the amount of effort you put into work activities during an average workday. [1] No effort  
[2] A little effort  
[3] Some effort  
[4] A lot of effort  
[5] Extreme effort

How important is each of the following to you:

- V120. Challenging work responsibilities? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important
- V121. The chance to accomplish something worthwhile? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important
- V122. The chance to learn new things on on your job? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important
- V123. Getting a feeling of accomplishment from your job? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important
- V124. Retirement benefits? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important

V125. Your chances for getting a promotion? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important

V126. The amount of job security you have? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important

V127. Your chances for obtaining a permanent "career" position? [1] Not important at all  
[2] Somewhat important  
[3] Important  
[4] Very important  
[5] Extremely important

V228. If I need help with a decision I have to make I receive the help.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V229. Decisions here result in the overall mission support of DS.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V230. DS management allows me to effectively use the knowledge I have gained after attending classes.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V231. I have had an opportunity to participate in a quality circle, process action team, or task force.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]



V232. Quality circles, process action teams, and task forces allow me to share my ideas and help improve the work processes.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V233. Team building is stressed in day-to-day operations.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V234. Team building and communications training have improved my working relationship with my supervisor.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V235. I believe that employees who practice a participative type of management or behavior are the ones who are promoted.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V236. My division has supported the team building effort.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V237. My supervisor shares organizational performance data with me.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V238. Team building and communications training have improved my working relationships with my peers.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V239. I have an opportunity to regularly share my ideas on mission related issues regarding decisions for improving timeliness, quality, and production.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V240. Team building classes in DS have helped communication between divisions/sections.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V241. I believe management wants to hear my ideas/opinions concerning attendance problems, staffing requirements, DS procedures, and plans.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V242. When hiring new employees, I believe management is selecting participative type employees.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V243. There is enough staffing flexibility to support supervisory job assignments and the definition/creation of supervisory positions.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

IF YOU ARE NOT A SUPERVISOR, PLEASE SKIP TO PAGE 28.  
ANSWER SECTION 3, BEGINNING WITH QUESTION 170 (V151).

IF YOU ARE A SUPERVISOR, PLEASE COMPLETE BOTH SECTION 2 AND  
SECTION 3, BEGINNING ON THE NEXT PAGE.

SUPERVISORS SHOULD COMPLETE THIS SECTION  
SECTION 2: SUPERVISORS' ATTITUDES

V128. It takes too long to get decisions made in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
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V129. My pay is based partly on the performance of the workers I supervise.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
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V130. The work I am responsible for supervising probably could be done with fewer employees.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V131. There is enough staffing flexibility to meet changing work loads.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V132. I have enough authority to hire competent people when I need them.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V133. Top management generally supports the personnel decisions made by supervisors in DS.

Strongly Disagree [1]	Disagree [2]	Undecided [3]	Agree [4]	Strongly Agree [5]
-----------------------------	-----------------	------------------	--------------	--------------------------

V134. In DS jobs are classified fairly and accurately.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V135. Without performance appraisal it would be more difficult to reward or discipline employees.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V136. The criteria used to grade supervisory positions in DS are fair.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V137. The personnel office helps me perform my job effectively.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V138. My pay level is based partly on the number and grades of the people I supervise.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V139. It takes too long to process the paperwork needed to fill vacancies here.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V140. Supervisors here cooperate with each other for the attainment of DS's goals.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V141. I have enough authority to determine my employees' pay.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V142. In DS, my organization recognizes supervisors who take the time to develop their subordinates' knowledge, skills, and abilities.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V143. The personnel department here provides line management with valuable support services.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V144. The work I am responsible for supervising probably could be done with fewer mid-level supervisors.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V145. I have to devote too much time to position classification.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V146. I have enough authority to promote people.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V147. The current system enables me to help the people I supervise improve their performance.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V148. I have enough authority to influence classification decisions.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V149. Supervisors in DS feel their ability to manage is restricted by unnecessary personnel rules and regulations.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V150. I have enough authority to remove people from their jobs if they perform poorly.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V267. DS backs me as a supervisor when I make a decision.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

V166. How long have you been officially designated a supervisor (any level)?

[1]	Less than 1 year
[2]	1 - 2 years
[3]	2 - 5 years
[4]	Over 5 years

V167. How many employees do you supervise directly (not at second level)?

[1]	None
[2]	1 - 2
[3]	3 - 5
[4]	6 - 9
[5]	10 - 20
[6]	21 - 30
[7]	More than 30

PLEASE GO TO QUESTION 170 (V151) ON PAGE 28.

EVERYONE SHOULD COMPLETE THIS SECTION.  
SECTION 3: BACKGROUND

THE INFORMATION COLLECTED IN THIS SECTION  
WILL ONLY BE USED TO HELP SUMMARIZE THE SURVEY DATA.  
INDIVIDUALS WILL NOT BE IDENTIFIED.

V151. What is your office symbol (e.g., DSTEW)?

— — — — —  
(office symbol)

V152. How long have you worked in DS? [1] Less than 1 year  
[2] 1 - 3 years  
[3] 3 - 5 years  
[4] Over 5 years

\*V272. What is your pay schedule and pay level? [1] DH1 [5] DW1 [9] DX1  
[2] DH2 [6] DW2 [10] DX2  
[3] DH3 [7] DW3 [11] DX3  
[4] DH4 [8] DW4 [12] DX4

\*\*V156. What is your pay category? [1] GS [3] WG  
[2] GM [4] WL  
[5] WS

\*\*V157. What is your pay grade? [1] 1 [6] 6 [11] 11  
[2] 2 [7] 7 [12] 12  
[3] 3 [8] 8 [13] 13  
[4] 4 [9] 9 [14] 14  
[5] 5 [10] 10 [15] 15

V158. Before PACER SHARE, how long had you been in your last paygrade (e.g., WG5)? [1] Less than 1 year  
[2] 1 - 2 years  
[3] 2 - 5 years  
[4] Over 5 years

[Year One comparison sites wording: "How long have you been in your present grade or pay level?"]

V159. What type of appointment are you serving under?

- [1] Demonstration on-call (DOC)\*
- [2] Temporary/term appointment
- [3] Probationary career conditional
- [4] Career conditional
- [5] Career
- [6] Other

V160. How long have you worked for your present immediate supervisor?

- [1] 0 - 3 months
- [2] 3 - 6 months
- [3] 6 months to 1 year
- [4] 1 - 2 years
- [5] 2 - 5 years
- [6] Over 5 years

V161. How many years have you been a Federal Government employee? (Exclude military service.)

- [1] Less than 1 year
- [2] 1 - 3 years
- [3] 4 - 9 years
- [4] 10 - 14 years
- [5] 15 - 29 years
- [6] 30 years or more

V162. How many years of full-time employment have you had in the private sector?

- [1] None
- [2] Less than 1 year
- [3] 1 - 2 years
- [4] 2 - 5 years
- [5] Over 5 years

V163. How many times have you moved between Federal agencies in the last 10 years? (Count different major DoD components as different agencies.)

- [1] Never
- [2] Once
- [3] Twice
- [4] Three or more times

V164. What is your job process number and process title (e.g., DW-9200, Distribution Process)?

\_\_\_\_\_ and \_\_\_\_\_  
(job process no.) (job process title)

[Comparison site wording: "What is your job series number and job title?"]



- V165. Are you currently a member of a local union representing DS employees? [1] Yes  
[2] No
- V168. How old were you on your last birthday? [1] Under 30 [4] 50 - 54  
[2] 30 - 39 [5] 55 - 59  
[3] 40 - 49 [6] 60 and over
- V169. Are you male or female? [1] Male  
[2] Female
- V170. Are you Black, White, or Other (e.g., American Indian, Eskimo, Aleut, Asian, or Pacific Islander)? [1] Black  
[2] White  
[3] Other
- V171. Are you of Hispanic origin or non-Hispanic origin? [1] Hispanic origin  
[2] Non-Hispanic origin
- V172. What is your education level? (Indicate highest grade completed.)  
[1] Elementary school (grades 1-8)  
[2] Some high school or some technical training  
[3] GED (General Educational Development)  
[4] Graduated from high school and received regular high school diploma  
[5] High school degree plus technical training or apprenticeship  
[6] Some college  
[7] Two-year associate college degree  
[8] Four-year college degree (B.A., B.S., or other bachelor's degree)  
[9] Some graduate school  
[10] Master's degree  
[11] Doctorate degree (Ph.D., M.D., J.D., etc.)
- V153. Have you ever been a regular member of a quality circle at DS? [1] Yes --> (Answer Q #187 (V154) next)  
[2] No --> (Answer Q #189 (V173) next)
- V154. Are you in quality circle now? [1] Yes --> (Answer Q #188 (V155) next)  
[2] No --> (Answer Q #189 (V173) next)
- V155. How long have you been in this quality circle? [1] 0 - 3 months  
[2] 3 - 6 months  
[3] 6 months to 1 year  
[4] 1 - 2 years  
[5] 2 - 5 years  
[6] Over 5 years

\*V173. I have been adequately informed about the PACER SHARE demonstration project.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V174. I understand how PACER SHARE will affect me and my work.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V175. I am in favor of the PACER SHARE demonstration project.

Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
[1]	[2]	[3]	[4]	[5]

\*V176. Are there any other issues about PACER SHARE that should be addressed in future surveys?

THANK YOU FOR COMPLETING THIS SURVEY.  
WE APPRECIATE YOUR COOPERATION.

## Appendix B

### SUPPLEMENTAL SURVEY RESULTS

This appendix presents supplementary information pertaining to the first-year attitude survey. Table B.1 shows the mean response among nonsupervisors for each question in the questionnaire, by Air Logistics Center (ALC). Table B.2 shows the comparable results for supervisors. Table B.3 gives the nonsupervisors' means for the response scales discussed in Sec. II of R-3943-FMP. Table B.4 presents the analogous results for supervisory personnel.

The Ordinary Least Squares (OLS) regression results are shown in Tables B.5 to B.11. Recall that in these tables, the Sacramento baseline mean is listed in column one; the other ALCs' baseline mean equals column one minus column two; their first year mean is column one minus column two plus column three; and the Sacramento year one mean is column one plus columns three and four. Table B.5 presents results for questions 1 through 127, which were answered by all respondents. Table B.6 shows results for the response scales based on these questions. Table B.7 presents results for questions 128 through 150, which were answered by supervisors, and for the response scales based on these questions. Table B.8 contains the regression results for the attitude scales when controlling for responses to scale OPM18D. Table B.9 contains the regression results for the new variables added to the year one survey. Table B.10 contains the corresponding results for the three groups of these variables before controlling for responses to OPM18D. Table B.11 shows the corresponding group results after controlling for responses to OPM18D. As discussed in Sec. II of the report, the purpose of the regression analyses is to determine the extent to which the mean work force response at SM-ALC differed from that of the comparison ALCs, controlling for differences in the demographic composition and experience base of their respective samples and work forces. The following discussion describes the background factors included in the analyses and their purposes.

The "SUPER" variable is coded "1" for supervisors and "0" for nonsupervisors. The coefficient thus indicates the difference in mean response for supervisors relative to nonsupervisors. For example, as can be seen on the first page of Table B.5, the mean response for supervisors across all the ALCs was .14 higher (on the five-point scale) for question 1. The "SACTO" variable is coded "1" for SM-ALC respondents and "0" for all others. It is a key variable, indicating the baseline difference in the mean response for SM-ALC relative to the comparison group. A second key variable is "FOLUP1," which indicates the systemic change in mean response during the first year of PACER SHARE *for the comparison group*. It is coded "1" for first year and "0" for baseline. The primary variable for the year one evaluation is "FOLPSACT." This indicates the extent to which the change in mean response at Sacramento differed from the change at the other ALCs (FOLUP1). (Thus, the total change at Sacramento during the first year of PACER SHARE equals FOLUP1 + FOLPSACT.) FOLPSACT is coded "1" for first-year Sacramento and "0" otherwise.

"V152" (or YRSDS) indicates tenure in DS and is coded as indicated in the questionnaire. A higher value reflects longer time in DS. "V156W" (COLLAR) is coded "1" for white-collar job holders and "0" for blue-collar job holders. "V157C" (PAYGRADE) indicates pay bands 1 - 4 as defined in PACER SHARE and discussed earlier. Higher values reflect higher pay bands. "V159A" (APPTTYPE) is coded "1" for career category "career" employees and "0" for all others. "V160" (UNDERSUP) indicates length of time worked for current supervisor and is coded as indicated in the questionnaire. Higher values reflect longer times. "V161" (YRSFEDGV) indicates length of time employed by the federal government and is coded as indicated in the questionnaire. Higher values reflect longer times. "V165" (UNION) is coded "1" for union members and "2" for nonmembers. "V168" (AGE) reflects the respondent's age and is coded as indicated in the questionnaire. Higher values indicate older respondents. "V169" (SEX) is coded "1" for males and "2" for females. "V172" (EDUC) reflects education levels and is coded as indicated in the questionnaire. Higher values reflect more education. The remaining

variables are dummy variables reflecting race and ethnicity. "WHS" is white Hispanic; "BLK" is black; "OTH" represents all other persons not classified as white non-Hispanic.

Table B.1  
MEANS FOR ALL VARIABLES, NONSUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
V1	428	1	3.88785047	0.96133302	1.00000000	5.00000000
V2	429	0	2.34498834	1.18690452	1.00000000	5.00000000
V3	429	0	3.27272727	0.95346259	1.00000000	5.00000000
V4	428	1	3.27803738	1.23750292	1.00000000	5.00000000
V5	428	1	2.33177570	1.15424869	1.00000000	5.00000000
V6	427	2	3.44496487	1.20781558	1.00000000	5.00000000
V7	424	5	3.39858491	0.97442370	1.00000000	5.00000000
V8	424	5	2.86792453	1.24779122	1.00000000	5.00000000
V9	424	5	2.72405660	1.09448934	1.00000000	5.00000000
V10	425	4	3.93411765	0.84974371	1.00000000	5.00000000
V11	425	4	3.29647059	1.06912580	1.00000000	5.00000000
V12	425	4	3.01647059	1.20424241	1.00000000	5.00000000
V13	425	4	3.66352941	1.15219715	1.00000000	5.00000000
V14	424	5	3.39858491	1.17463253	1.00000000	5.00000000
V15	425	4	2.71764706	1.16363699	1.00000000	5.00000000
V16	425	4	3.32705882	1.03652497	1.00000000	5.00000000
V17	424	5	3.55660377	1.04806645	1.00000000	5.00000000
V18	425	4	2.71058824	1.14862752	1.00000000	5.00000000
V19	425	4	3.15529412	1.28466150	1.00000000	5.00000000
V20	425	4	2.20470588	1.19668428	1.00000000	5.00000000
V21	421	8	3.06888361	1.22377478	1.00000000	5.00000000
V22	420	9	3.18333333	1.05333127	1.00000000	5.00000000
V23	421	8	3.02375297	1.18699548	1.00000000	5.00000000
V24	421	8	2.24940618	1.19603746	1.00000000	5.00000000
V25	420	9	3.51904762	1.07571103	1.00000000	5.00000000
V26	420	9	3.57142857	1.18347527	1.00000000	5.00000000
V27	420	9	2.42619048	1.19136903	1.00000000	5.00000000
V28	420	9	3.36666667	1.09841862	1.00000000	5.00000000
V29	421	8	2.00950119	0.91802323	1.00000000	5.00000000
V30	420	9	2.71666667	1.09814699	1.00000000	5.00000000
V31	421	8	3.29453682	1.22423682	1.00000000	5.00000000
V32	421	8	2.64133017	1.15350486	1.00000000	5.00000000
V33	420	8	3.15000000	1.22186719	1.00000000	5.00000000
V34	421	8	2.97149644	1.23602469	1.00000000	5.00000000
V35	420	9	2.83571429	1.22782409	1.00000000	5.00000000
V36	419	10	2.10023866	1.05561834	1.00000000	5.00000000
V37	420	9	2.84285714	1.12852849	1.00000000	5.00000000
V38	420	9	3.53333333	1.06420759	1.00000000	5.00000000
V39	419	10	2.85441527	1.08944406	1.00000000	5.00000000
V40	420	9	2.22619048	1.10489463	1.00000000	5.00000000
V41	419	10	2.61575179	1.08395876	1.00000000	5.00000000
V42	419	10	3.84248210	0.87441548	1.00000000	5.00000000
V43	418	11	3.65789474	1.08187481	1.00000000	5.00000000
V44	418	11	4.04306220	1.75424439	1.00000000	5.00000000
V45	419	10	2.5568592	0.89847289	1.00000000	5.00000000
V46	418	11	2.70035694	1.07469210	1.00000000	5.00000000
V47	418	11	3.30382775	1.25846189	1.00000000	5.00000000
V48	419	10	2.64677804	1.12573543	1.00000000	5.00000000
V49	425	4	3.94598235	0.88188704	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=OC						
V50	426	3	3.00704225	1.11985175	1.00000000	5.00000000
V51	426	3	2.62910798	1.09264823	1.00000000	5.00000000
V52	425	4	3.88941176	1.01846438	1.00000000	5.00000000
V53	426	3	3.74647887	0.88996988	1.00000000	5.00000000
V54	426	3	3.78403756	1.00133024	1.00000000	5.00000000
V55	426	3	2.75352113	1.22437952	1.00000000	5.00000000
V56	426	3	2.68779343	1.04203029	1.00000000	5.00000000
V57	425	4	3.32941176	1.16744596	1.00000000	5.00000000
V58	425	4	3.56000000	1.07799604	1.00000000	5.00000000
V59	426	3	2.27699531	1.08824149	1.00000000	5.00000000
V60	425	4	2.53176471	1.13251804	1.00000000	5.00000000
V61	425	4	3.14117647	1.19701812	1.00000000	5.00000000
V62	425	4	3.49411765	1.04411569	1.00000000	5.00000000
V63	423	6	2.54137116	0.97483260	1.00000000	5.00000000
V64	422	7	3.06635071	1.09863031	1.00000000	5.00000000
V65	422	7	2.63270142	0.99412612	1.00000000	5.00000000
V66	423	6	2.65721040	1.11781726	1.00000000	5.00000000
V67	423	6	2.96217494	1.04109266	1.00000000	5.00000000
V68	423	6	3.22222222	1.10482688	1.00000000	5.00000000
V69	423	6	3.86761229	0.98156743	1.00000000	5.00000000
V70	423	6	3.16075650	1.07212479	1.00000000	5.00000000
V71	423	6	3.17257683	1.08239016	1.00000000	5.00000000
V72	423	6	4.08510638	0.70364011	1.00000000	5.00000000
V73	423	6	3.22695035	1.00733420	1.00000000	5.00000000
V74	423	6	2.93380615	1.17047664	1.00000000	5.00000000
V75	423	6	3.32151300	1.14398720	1.00000000	5.00000000
V76	423	6	3.04491726	1.08648153	1.00000000	5.00000000
V77	417	12	3.47961631	0.97575998	1.00000000	5.00000000
V78	415	14	3.10361446	1.01265492	1.00000000	5.00000000
V79	416	13	2.06490385	0.89341311	1.00000000	5.00000000
V80	418	11	4.09808612	0.68729210	1.00000000	5.00000000
V81	416	13	2.99519231	1.16162577	1.00000000	5.00000000
V82	418	11	2.03349282	0.87209897	1.00000000	5.00000000
V83	417	12	2.97601918	1.16619058	1.00000000	5.00000000
V84	418	11	3.76315789	1.10324639	1.00000000	5.00000000
V85	418	11	2.50000000	1.25089896	1.00000000	5.00000000
V86	417	12	3.26858113	1.22270042	1.00000000	5.00000000
V87	418	11	2.85167464	0.99976475	1.00000000	5.00000000
V88	417	12	2.83453237	1.08484173	1.00000000	5.00000000
V89	418	11	3.62679426	1.00809660	1.00000000	5.00000000
V90	418	11	3.72248804	1.00574920	1.00000000	5.00000000
V91	424	5	3.21698113	1.11939461	1.00000000	5.00000000
V92	424	5	2.85849057	1.17046942	1.00000000	5.00000000
V93	423	6	2.61938534	0.80537448	1.00000000	5.00000000
V94	424	5	2.65801887	1.14174262	1.00000000	5.00000000
V95	423	6	3.27186761	1.06843468	1.00000000	5.00000000
V96	424	5	3.06132075	1.17339061	1.00000000	5.00000000
V97	424	5	3.72641509	0.77834788	1.00000000	5.00000000
V98	422	7	3.52369668	0.82890626	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME=OC						
V99	424	5	3.08010668	1.13952583	1.00000000	5.00000000
V100	422	7	3.30331754	1.07351550	1.00000000	5.00000000
V101	423	6	3.73522459	1.00748991	1.00000000	5.00000000
V102	423	6	2.13711584	1.06878068	1.00000000	5.00000000
V103	424	5	3.58010668	0.91645528	1.00000000	5.00000000
V104	424	5	3.20283019	1.35841359	1.00000000	5.00000000
V105	427	2	3.00702576	1.23427092	1.00000000	5.00000000
V106	427	2	3.17790595	1.24326643	1.00000000	5.00000000
V107	414	15	2.67874396	0.81194614	1.00000000	5.00000000
V108	415	14	2.54698795	0.94898081	1.00000000	5.00000000
V109	415	14	2.31566265	0.97263052	1.00000000	5.00000000
V110	414	15	2.54347826	0.86737671	1.00000000	5.00000000
V111	423	6	2.96926714	1.38252506	1.00000000	5.00000000
V112	424	5	2.79245283	1.29532333	1.00000000	5.00000000
V113	424	5	3.05424528	1.29533839	1.00000000	5.00000000
V114	424	5	2.86288416	1.30986711	1.00000000	5.00000000
V115	423	6	1.70685579	0.45574302	1.00000000	2.00000000
V116	421	8	4.13301663	0.59871105	1.00000000	5.00000000
V117	422	7	3.73459716	0.86674492	1.00000000	5.00000000
V118	422	6	4.00000000	0.88964554	1.00000000	5.00000000
V119	421	8	4.00000000	0.8942719	1.00000000	5.00000000
V120	422	7	4.22274882	0.87327925	1.00000000	5.00000000
V121	422	7	4.34360190	0.84860893	1.00000000	5.00000000
V122	422	7	4.30805687	0.90649885	1.00000000	5.00000000
V123	422	7	4.26777251	0.86464155	1.00000000	5.00000000
V124	422	7	4.27725118	0.92544091	1.00000000	5.00000000
V125	422	7	3.04964539	1.14365906	1.00000000	4.00000000
V126	422	7	1.87500000	0.33113309	1.00000000	2.00000000
V127	423	6	1.83673469	0.37343779	1.00000000	2.00000000
V128	400	29	3.40000000	1.89736660	1.00000000	6.00000000
V129	49	380	2.09952607	1.00570806	1.00000000	5.00000000
V130	10	419	6.33971292	2.07171239	1.00000000	13.00000000
V131	422	11	2.49172577	1.14133978	1.00000000	4.00000000
V132	423	6	3.63981043	0.63029455	1.00000000	5.00000000
V133	422	7	3.46208531	1.49971760	1.00000000	6.00000000
V134	421	8	3.32541568	1.32055008	1.00000000	6.00000000
V135	420	9	4.24761905	1.11214560	1.00000000	5.00000000
V136	419	10	1.49880668	0.88683811	1.00000000	4.00000000
V137	421	8	1.87173397	0.33478363	1.00000000	2.00000000
V138	414	15	2.74637681	1.40594515	1.00000000	6.00000000
V139	415	14	1.55662651	0.49738271	1.00000000	2.00000000
V140	412	17	1.92961165	0.43830779	1.00000000	3.00000000
V141	380	49	1.95263158	0.21270570	1.00000000	2.00000000
V142	413	16	5.38014528	1.56828178	2.00000000	11.00000000
V143	429	0	0.19580420	0.39728179	0.00000000	1.00000000
V144	429	0	0.81551981	0.38994843	0.00000000	1.00000000
V145	429	0	0.12121212	0.32675468	0.00000000	1.00000000
V146	429	0	0.17715618	0.38224659	0.00000000	1.00000000
V147	429	0	0.37762238	0.48535846	0.00000000	1.00000000



Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
RSN6	429	0	0.07226107	0.25922200	0.00000000	1.00000000
RSN1	429	0	0.19580420	0.39728179	0.00000000	1.00000000
RSN2	429	0	0.81351981	0.39994843	0.00000000	1.00000000
RSN3	429	0	0.12121212	0.32675468	0.00000000	1.00000000
RSN4	429	0	0.17715618	0.38224659	0.00000000	1.00000000
RSN5	429	0	0.37762238	0.48535846	0.00000000	1.00000000
RSN6	429	0	0.07226107	0.25922200	0.00000000	1.00000000
RSN7	429	0	0.21212121	0.40928753	0.00000000	1.00000000
RSN8	429	0	0.03030303	0.17161997	0.00000000	1.00000000
RSN9	429	0	0.64102564	0.48025973	0.00000000	1.00000000
RSN10	429	0	0.04662005	0.21106981	0.00000000	1.00000000
RSN11	429	0	0.04195804	0.20072739	0.00000000	1.00000000
RSN12	429	0	0.13286713	0.33982738	0.00000000	1.00000000
V228	424	5	3.50000000	0.99407227	1.00000000	5.00000000
V229	424	5	3.37264151	0.92140637	1.00000000	5.00000000
V230	424	5	3.03066038	1.04123201	1.00000000	5.00000000
V231	423	6	2.51300236	1.09249756	1.00000000	5.00000000
V232	421	8	2.89311164	1.00022619	1.00000000	5.00000000
V235	421	8	3.15439430	1.09214116	1.00000000	5.00000000
V237	424	5	2.75000000	1.15623502	1.00000000	5.00000000
V239	422	7	2.66113744	1.06392213	1.00000000	5.00000000
V241	422	7	2.38625592	1.09201407	1.00000000	5.00000000
V242	422	7	2.94312796	1.03459755	1.00000000	5.00000000
V243	421	8	2.87885986	0.96956280	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=00						
V1	402	0	3.05020896	0.93013354	1.00000000	5.00000000
V2	401	1	2.46633416	1.19142301	1.00000000	5.00000000
V3	401	1	3.21695761	0.94620913	1.00000000	5.00000000
V4	400	2	3.46250000	1.16274403	1.00000000	5.00000000
V5	402	0	2.42537313	1.09082397	1.00000000	5.00000000
V6	401	1	3.55361596	1.12594100	1.00000000	5.00000000
V7	399	3	3.29072682	0.96193337	1.00000000	5.00000000
V8	396	6	2.69191919	1.16533707	1.00000000	5.00000000
V9	398	4	2.62562014	1.02514801	1.00000000	5.00000000
V10	399	3	3.69924012	0.95094475	1.00000000	5.00000000
V11	398	4	3.31407035	1.07612188	1.00000000	5.00000000
V12	398	4	3.07537688	1.12419990	1.00000000	5.00000000
V13	399	3	3.58395990	1.08546512	1.00000000	5.00000000
V14	399	3	3.40350877	1.14087497	1.00000000	5.00000000
V15	399	3	2.89223058	1.13903547	1.00000000	5.00000000
V16	399	3	3.29824561	1.08843714	1.00000000	5.00000000
V17	398	4	3.60552764	1.05642789	1.00000000	5.00000000
V18	398	4	2.83919590	1.18098766	1.00000000	5.00000000
V19	399	3	3.23558697	1.26794123	1.00000000	5.00000000
V20	398	4	2.27630191	1.21036455	1.00000000	5.00000000
V21	400	2	3.01000000	1.18253794	1.00000000	5.00000000
V22	397	5	3.10579345	0.99437391	1.00000000	5.00000000
V23	399	3	3.13704461	1.16633962	1.00000000	5.00000000
V24	399	3	2.36340052	1.20541676	1.00000000	5.00000000
V25	399	3	3.51127020	1.03906032	1.00000000	5.00000000
V26	400	2	3.57000000	1.14384043	1.00000000	5.00000000
V27	398	4	2.44472362	1.17732986	1.00000000	5.00000000
V28	399	3	3.30075188	1.07730094	1.00000000	5.00000000
V29	398	4	2.11306533	0.90327150	1.00000000	5.00000000
V30	398	4	2.80653266	1.05288738	1.00000000	5.00000000
V31	399	3	3.35580972	1.22316796	1.00000000	5.00000000
V32	397	5	2.61712046	1.11894107	1.00000000	5.00000000
V33	398	3	3.09790995	1.19104382	1.00000000	5.00000000
V34	399	3	3.12030075	1.16073270	1.00000000	5.00000000
V35	394	8	2.85532995	1.13329645	1.00000000	5.00000000
V36	394	8	2.15736041	0.98104640	1.00000000	5.00000000
V37	394	8	2.78426396	1.07085188	1.00000000	5.00000000
V38	393	9	3.55216285	1.00658630	1.00000000	5.00000000
V39	393	9	3.02544529	1.08766923	1.00000000	5.00000000
V40	393	9	2.31552163	1.05326911	1.00000000	5.00000000
V41	394	8	2.63705584	1.05702423	1.00000000	5.00000000
V42	392	10	3.82908163	0.84252159	1.00000000	5.00000000
V43	393	9	3.54707379	1.10122744	1.00000000	5.00000000
V44	393	9	3.99236641	0.73362585	1.00000000	5.00000000
V45	392	10	2.71173469	0.94939208	1.00000000	5.00000000
V46	393	9	2.79134660	1.02131691	1.00000000	5.00000000
V47	394	8	3.24111675	1.20863508	1.00000000	5.00000000
V48	393	9	2.63867684	1.02106901	1.00000000	5.00000000
V49	398	4	3.94221106	0.78665003	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
V50	397	5	2.93954660	1.10159333	1.00000000	5.00000000
V51	397	5	2.50430287	1.02546266	1.00000000	5.00000000
V52	396	6	3.84595960	1.00076368	1.00000000	5.00000000
V53	398	4	3.80653266	0.79688154	1.00000000	5.00000000
V54	397	5	3.57430730	1.06961942	1.00000000	5.00000000
V55	398	4	2.81658291	1.17446655	1.00000000	5.00000000
V56	396	6	2.82323232	1.05497767	1.00000000	5.00000000
V57	397	5	3.31866146	1.14331866	1.00000000	5.00000000
V58	398	4	3.35678392	1.08729401	1.00000000	5.00000000
V59	397	5	2.14861461	0.94845933	1.00000000	5.00000000
V60	397	5	2.40554156	1.06328513	1.00000000	5.00000000
V61	398	4	3.25879397	1.13157591	1.00000000	5.00000000
V62	398	4	3.45979899	1.02960801	1.00000000	5.00000000
V63	399	3	2.56390977	0.94857775	1.00000000	5.00000000
V64	401	1	3.05735661	1.03160166	1.00000000	5.00000000
V65	401	1	2.53117207	0.86870644	1.00000000	5.00000000
V66	400	2	2.81750000	0.97548587	1.00000000	5.00000000
V67	399	3	2.85463659	0.96622474	1.00000000	5.00000000
V68	400	2	3.17750000	1.07185163	1.00000000	5.00000000
V69	400	2	3.66000000	1.02323875	1.00000000	5.00000000
V70	399	3	3.15789474	1.00882118	1.00000000	5.00000000
V71	400	2	3.15750000	1.06325916	1.00000000	5.00000000
V72	401	1	3.94763092	0.73126645	1.00000000	5.00000000
V73	399	3	3.13032581	0.99650527	1.00000000	5.00000000
V74	401	1	3.13216958	1.08165962	1.00000000	5.00000000
V75	401	1	3.38154613	1.10524142	1.00000000	5.00000000
V76	400	2	3.13000000	1.02504967	1.00000000	5.00000000
V77	392	10	3.45918367	0.94793751	1.00000000	5.00000000
V78	391	11	3.01278772	0.96998026	1.00000000	5.00000000
V79	392	10	2.13265306	0.87462384	1.00000000	5.00000000
V80	393	9	4.03307888	0.62386627	1.00000000	5.00000000
V81	393	9	2.91094148	1.10643174	1.00000000	5.00000000
V82	392	10	2.11479592	0.89875473	1.00000000	5.00000000
V83	392	10	2.82908163	1.11894688	1.00000000	5.00000000
V84	392	10	3.59693878	1.11295134	1.00000000	5.00000000
V85	392	10	2.75000000	1.27488027	1.00000000	5.00000000
V86	391	11	3.27621483	1.16593618	1.00000000	5.00000000
V87	391	11	2.94117647	0.95225382	1.00000000	5.00000000
V88	391	11	2.70588235	1.04166591	1.00000000	5.00000000
V89	391	11	3.50383632	0.99710381	1.00000000	5.00000000
V90	392	10	3.54081633	1.05760785	1.00000000	5.00000000
V91	398	4	3.18592965	1.08137566	1.00000000	5.00000000
V92	398	4	2.98994975	1.11995839	1.00000000	5.00000000
V93	397	5	2.65743073	0.81867499	1.00000000	5.00000000
V94	397	5	2.71032746	1.12106512	1.00000000	5.00000000
V95	396	6	3.27777778	1.03537976	1.00000000	5.00000000
V96	398	4	3.14824121	1.19850218	1.00000000	5.00000000
V97	396	6	3.63636364	0.78213658	1.00000000	5.00000000
V98	395	7	3.45569620	0.87546171	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
V99	397	5	3.03274559	1.11075357	1.00000000	5.00000000
V100	397	5	3.25692695	1.03936831	1.00000000	5.00000000
V101	397	5	3.67758186	0.94110734	1.00000000	5.00000000
V102	396	6	2.13636364	0.94217143	1.00000000	5.00000000
V103	397	5	3.57178841	0.86923284	1.00000000	5.00000000
V104	397	5	3.42569270	1.25434390	1.00000000	5.00000000
V105	397	5	3.02015113	1.17404463	1.00000000	5.00000000
V106	395	7	3.22278481	1.14926034	1.00000000	5.00000000
V107	392	10	2.80102041	0.78749756	1.00000000	5.00000000
V108	391	11	2.69309463	0.90464805	1.00000000	5.00000000
V109	391	11	2.42199488	0.98367553	1.00000000	5.00000000
V110	389	13	2.72750643	0.89545773	1.00000000	5.00000000
V114	395	7	3.06582278	1.30236860	1.00000000	5.00000000
V115	394	8	2.75380711	1.22642584	1.00000000	5.00000000
V116	395	7	3.11392405	1.21106722	1.00000000	5.00000000
V117	394	8	2.66751269	1.34736021	1.00000000	5.00000000
V118	393	9	1.75063613	0.43319630	1.00000000	5.00000000
V119	393	9	3.98218830	0.67172356	1.00000000	5.00000000
V120	393	9	3.75063613	0.89437349	1.00000000	5.00000000
V121	393	9	4.00763359	0.81593989	1.00000000	5.00000000
V122	393	9	3.99745547	0.83451907	1.00000000	5.00000000
V123	392	10	4.20663265	0.82210937	1.00000000	5.00000000
V124	392	10	4.18367347	0.91978800	1.00000000	5.00000000
V125	393	9	4.29007634	0.87325810	1.00000000	5.00000000
V126	393	9	4.12722646	0.86843555	1.00000000	5.00000000
V127	391	11	4.05115090	1.05122271	1.00000000	5.00000000
V152	391	11	3.17647059	1.03381733	1.00000000	4.00000000
V153	381	21	1.68766404	0.46405541	1.00000000	2.00000000
V154	118	284	1.50847458	0.50206008	1.00000000	2.00000000
V155	59	343	2.40677966	1.13135019	1.00000000	5.00000000
V156	388	14	1.90721649	1.01240343	1.00000000	5.00000000
V157	385	17	6.55844156	2.26323369	1.00000000	12.00000000
V158	389	13	2.56812339	1.07627260	1.00000000	4.00000000
V159	389	13	3.82005141	0.45238087	1.00000000	5.00000000
V160	387	15	3.35658915	1.48811413	1.00000000	6.00000000
V161	387	15	3.78552972	1.07635800	1.00000000	6.00000000
V162	389	13	3.82262211	1.32653425	1.00000000	5.00000000
V163	388	14	1.70360825	0.94679515	1.00000000	4.00000000
V165	386	16	1.87046632	0.33622548	1.00000000	2.00000000
V168	380	22	2.61578947	1.20677709	1.00000000	6.00000000
V169	381	21	1.51443570	0.50044876	1.00000000	2.00000000
V170	377	25	2.06896552	0.31031426	1.00000000	3.00000000
V171	362	40	1.89502762	0.30694207	1.00000000	2.00000000
V172	385	17	5.47012987	1.53933367	1.00000000	10.00000000
RSN1	402	0	0.24875622	0.43283090	0.00000000	1.00000000
RSN2	402	0	0.80545771	0.39400505	0.00000000	1.00000000
RSN3	402	0	0.10197005	0.30301234	0.00000000	1.00000000
RSN4	402	0	0.15174129	0.35921701	0.00000000	1.00000000
RSN5	402	0	0.38805970	0.48791553	0.00000000	1.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
RSM6	402	0	0.07711443	0.26710535	0.00000000	1.00000000
RSM1	402	0	0.24075622	0.43283090	0.00000000	1.00000000
RSM2	402	0	0.80845771	0.39400509	0.00000000	1.00000000
RSM3	402	0	0.10199005	0.30301234	0.00000000	1.00000000
RSM4	402	0	0.15174129	0.35921701	0.00000000	1.00000000
RSM5	402	0	0.38805970	0.40791553	0.00000000	1.00000000
RSM6	402	0	0.07711443	0.26710535	0.00000000	1.00000000
RSM7	402	0	0.15422886	0.36161804	0.00000000	1.00000000
RSM8	402	0	0.06218905	0.24179954	0.00000000	1.00000000
RSM9	402	0	0.64179104	0.48007146	0.00000000	1.00000000
RSM10	402	0	0.04228856	0.20149748	0.00000000	1.00000000
RSM11	402	0	0.04477612	0.20706975	0.00000000	1.00000000
RSM12	402	0	0.11940299	0.32466617	0.00000000	1.00000000
V228	393	9	3.47073791	1.01256580	1.00000000	5.00000000
V229	393	9	3.30534351	0.96277498	1.00000000	5.00000000
V230	393	9	2.96692112	1.04316284	1.00000000	5.00000000
V231	392	10	3.12500000	1.14975256	1.00000000	5.00000000
V232	394	8	3.12944162	0.99156555	1.00000000	5.00000000
V233	395	7	3.15949367	1.00120726	1.00000000	5.00000000
V237	395	7	2.80759494	1.01183004	1.00000000	5.00000000
V239	396	6	2.83838384	1.00335711	1.00000000	5.00000000
V241	396	6	2.43434343	0.97732900	1.00000000	5.00000000
V242	395	7	2.95696203	0.95357776	1.00000000	5.00000000
V243	394	8	2.86802030	0.86952512	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME = SA -----						
V1	354	0	3.82768362	1.13717594	1.00000000	5.00000000
V2	354	0	2.52259887	1.27107638	1.00000000	5.00000000
V3	353	1	3.13031161	1.01691052	1.00000000	5.00000000
V4	354	0	3.42090395	1.22796189	1.00000000	5.00000000
V5	354	0	2.49435028	1.19546914	1.00000000	5.00000000
V6	353	1	3.27762040	1.20697923	1.00000000	5.00000000
V7	351	3	3.21082621	1.12681455	1.00000000	5.00000000
V8	351	3	2.87749288	1.28255570	1.00000000	5.00000000
V9	351	3	2.78917379	1.16422735	1.00000000	5.00000000
V10	351	3	4.07407407	0.88491174	1.00000000	5.00000000
V11	351	3	3.23931624	1.15374847	1.00000000	5.00000000
V12	351	3	3.06267806	1.16204387	1.00000000	5.00000000
V13	351	3	3.56125356	1.23569882	1.00000000	5.00000000
V14	351	3	3.27920228	1.23824551	1.00000000	5.00000000
V15	351	3	2.86609687	1.20084084	1.00000000	5.00000000
V16	351	3	3.68091168	1.01455424	1.00000000	5.00000000
V17	351	3	3.48717949	1.18766555	1.00000000	5.00000000
V18	351	3	2.96296296	1.24041297	1.00000000	5.00000000
V19	351	3	3.11965812	1.32338782	1.00000000	5.00000000
V20	350	4	2.54571429	1.30764621	1.00000000	5.00000000
V21	350	4	2.88571429	1.29294822	1.00000000	5.00000000
V22	351	3	3.01139601	1.14636620	1.00000000	5.00000000
V23	351	3	2.96866097	1.24746059	1.00000000	5.00000000
V24	351	3	2.58974359	1.38592200	1.00000000	5.00000000
V25	351	3	3.72079772	1.09105215	1.00000000	5.00000000
V26	351	3	3.67236467	1.16535946	1.00000000	5.00000000
V27	351	3	2.70370370	1.32361538	1.00000000	5.00000000
V28	351	3	3.55270655	1.05122368	1.00000000	5.00000000
V29	351	3	2.35612536	1.09888016	1.00000000	5.00000000
V30	351	3	2.46717949	1.11315807	1.00000000	5.00000000
V31	351	3	3.5897436	1.25444265	1.00000000	5.00000000
V32	351	3	2.88319088	1.16399660	1.00000000	5.00000000
V33	351	3	3.3048433	1.13850004	1.00000000	5.00000000
V34	351	3	3.07122507	1.26176676	1.00000000	5.00000000
V35	352	2	2.87784091	1.25376602	1.00000000	5.00000000
V36	351	3	2.24786325	1.09209615	1.00000000	5.00000000
V37	351	3	3.03418803	1.15336742	1.00000000	5.00000000
V38	351	3	3.54415954	1.09683379	1.00000000	5.00000000
V39	352	2	2.95170455	1.13501506	1.00000000	5.00000000
V40	352	2	2.46875000	1.18111475	1.00000000	5.00000000
V41	351	3	2.87749288	1.19490848	1.00000000	5.00000000
V42	351	3	3.86609687	0.92998702	1.00000000	5.00000000
V43	351	3	3.74358974	1.18914504	1.00000000	5.00000000
V44	350	4	4.16285714	0.80421017	1.00000000	5.00000000
V45	350	4	2.60857143	1.07274181	1.00000000	5.00000000
V46	351	3	2.9743567	1.14736116	1.00000000	5.00000000
V47	351	3	3.25629630	1.27524248	1.00000000	5.00000000
V48	352	2	2.95454545	1.14388343	1.00000000	5.00000000
V49	349	5	3.81088825	1.01358392	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SA						
V50	350	4	2.02857143	1.18939233	1.00000000	5.00000000
V51	350	4	2.68571429	1.16470119	1.00000000	5.00000000
V52	350	4	3.60571429	1.21545512	1.00000000	5.00000000
V53	350	4	3.99714286	0.84126583	1.00000000	5.00000000
V54	350	4	3.06285714	1.10146704	1.00000000	5.00000000
V55	350	4	2.85714286	1.27220354	1.00000000	5.00000000
V56	350	4	3.06857143	1.20689790	1.00000000	5.00000000
V57	350	4	3.57428571	1.18196642	1.00000000	5.00000000
V58	350	4	3.61428571	1.14922245	1.00000000	5.00000000
V59	350	4	2.30000000	1.09897060	1.00000000	5.00000000
V60	349	5	2.91404011	1.25421288	1.00000000	5.00000000
V61	350	4	3.46571429	1.21250477	1.00000000	5.00000000
V62	350	4	3.58857143	1.09014114	1.00000000	5.00000000
V63	353	1	2.68555241	1.06613192	1.00000000	5.00000000
V64	353	1	2.92634561	1.15562481	1.00000000	5.00000000
V65	353	1	2.55807365	1.04590583	1.00000000	5.00000000
V66	353	1	2.74787535	1.13388024	1.00000000	5.00000000
V67	353	1	2.84985836	1.07534679	1.00000000	5.00000000
V68	353	1	3.24645892	1.11747238	1.00000000	5.00000000
V69	353	1	3.92634561	1.05540409	1.00000000	5.00000000
V70	353	1	3.37393768	1.07216888	1.00000000	5.00000000
V71	354	0	3.09604520	1.14740064	1.00000000	5.00000000
V72	354	0	4.16949153	0.71770509	1.00000000	5.00000000
V73	354	0	3.53107345	1.02677773	1.00000000	5.00000000
V74	352	2	3.03682720	1.20430247	1.00000000	5.00000000
V75	352	1	3.23011364	1.17228294	1.00000000	5.00000000
V76	354	0	3.12711864	1.11807157	1.00000000	5.00000000
V77	345	9	3.44347826	1.00745452	1.00000000	5.00000000
V78	345	9	3.28985507	1.03009157	1.00000000	5.00000000
V79	344	10	2.36627907	1.10636752	1.00000000	5.00000000
V80	345	9	4.13043478	0.74539367	1.00000000	5.00000000
V81	345	9	3.11014493	1.11259936	1.00000000	5.00000000
V82	345	9	2.35362319	1.10871019	1.00000000	5.00000000
V83	345	9	2.96231884	1.23950260	1.00000000	5.00000000
V84	345	9	3.48985507	1.17410839	1.00000000	5.00000000
V85	345	9	2.37971014	1.2332832	1.00000000	5.00000000
V86	345	9	3.37391304	1.17478996	1.00000000	5.00000000
V87	344	10	2.95930233	1.05729485	1.00000000	5.00000000
V88	345	9	2.98550725	1.16754505	1.00000000	5.00000000
V89	345	9	3.79130435	1.02437433	1.00000000	5.00000000
V90	345	9	3.86956522	0.91678539	1.00000000	5.00000000
V91	348	6	3.48850575	1.12728030	1.00000000	5.00000000
V92	348	6	3.01436782	1.31158456	1.00000000	5.00000000
V93	347	7	2.66858790	0.93871085	1.00000000	5.00000000
V94	347	7	2.72046110	1.17276996	1.00000000	5.00000000
V95	348	6	3.38793103	1.13958043	1.00000000	5.00000000
V96	348	6	3.08045977	1.19526820	1.00000000	5.00000000
V97	348	6	3.89367816	0.73814569	1.00000000	5.00000000
V98	347	7	3.52161383	0.96557494	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SA						
V99	348	6	3.18965517	1.13050798	1.00000000	5.00000000
V100	348	6	3.39367816	1.08575541	1.00000000	5.00000000
V101	348	6	3.60057471	1.08364829	1.00000000	5.00000000
V102	348	6	2.37931034	1.20269993	1.00000000	5.00000000
V103	347	7	3.48703170	0.98057970	1.00000000	5.00000000
V104	348	6	2.66666667	1.32731591	1.00000000	5.00000000
V105	353	1	2.86685552	1.27558165	1.00000000	5.00000000
V106	353	1	3.49008499	1.28387652	1.00000000	5.00000000
V107	347	7	2.87319885	0.94106806	1.00000000	5.00000000
V108	347	7	2.75504323	1.01174986	1.00000000	5.00000000
V109	346	8	2.53179191	1.08767841	1.00000000	5.00000000
V110	345	9	2.81159420	0.96862649	1.00000000	5.00000000
V111	347	7	3.41786744	1.32168357	1.00000000	5.00000000
V112	347	7	3.19308357	1.29479103	1.00000000	5.00000000
V113	347	7	3.35158501	1.23661227	1.00000000	5.00000000
V114	348	6	3.08045977	1.35781135	1.00000000	5.00000000
V115	346	8	1.69075145	0.46285317	1.00000000	2.00000000
V116	349	5	4.27507163	0.61958719	1.00000000	5.00000000
V117	351	3	3.96581197	0.89377169	1.00000000	5.00000000
V118	350	4	4.11714286	0.88960431	1.00000000	5.00000000
V119	351	3	4.24786325	0.83740398	1.00000000	5.00000000
V120	351	3	4.32763533	0.79160224	1.00000000	5.00000000
V121	351	3	4.26780627	0.96039607	1.00000000	5.00000000
V122	351	3	4.43304843	0.84882547	1.00000000	5.00000000
V123	351	3	4.21082621	0.88543591	1.00000000	5.00000000
V124	351	3	4.28530259	0.94464576	1.00000000	5.00000000
V125	347	10	2.89825581	1.16488835	1.00000000	4.00000000
V126	344	17	1.79228887	0.40627496	1.00000000	2.00000000
V127	337	207	1.68656716	0.46738976	1.00000000	2.00000000
V128	67	333	2.28571429	1.55379719	1.00000000	6.00000000
V129	21	7	1.95100865	1.03433420	1.00000000	5.00000000
V130	347	12	6.24561404	2.10805495	1.00000000	12.00000000
V131	344	10	2.32848837	1.12729302	1.00000000	4.00000000
V132	347	7	3.58789625	0.65857870	1.00000000	5.00000000
V133	347	7	3.14985591	1.45670415	1.00000000	6.00000000
V134	348	6	3.37156322	1.37016037	1.00000000	6.00000000
V135	345	9	3.96811594	1.29247518	1.00000000	5.00000000
V136	346	8	1.51445087	0.90798031	1.00000000	4.00000000
V137	348	6	1.87356322	0.33281951	1.00000000	2.00000000
V138	347	7	2.72622478	1.30693056	1.00000000	6.00000000
V139	343	11	1.40233236	0.49108465	1.00000000	2.00000000
V140	333	21	2.21021021	0.6041470	1.00000000	3.00000000
V141	327	27	1.32415902	0.46877711	1.00000000	2.00000000
V142	342	12	5.41812835	1.71007674	1.00000000	10.00000000
V143	354	0	0.23728814	0.42602250	0.00000000	1.00000000
V144	354	0	0.70338983	0.45709557	0.00000000	1.00000000
V145	354	0	0.21186441	0.40920766	0.00000000	1.00000000
V146	354	0	0.18644069	0.39001313	0.00000000	1.00000000
V147	354	0	0.32768362	0.47003315	0.00000000	1.00000000



Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SA -----						
RSN6	354	0	0.07062147	0.25655411	0.00000000	1.00000000
RSN1	354	0	0.23728814	0.42602250	0.00000000	1.00000000
RSN2	354	0	0.70338983	0.45740967	0.00000000	1.00000000
RSN3	354	0	0.21186441	0.40920766	0.00000000	1.00000000
RSN4	354	0	0.18644068	0.39001313	0.00000000	1.00000000
RSN5	354	0	0.32768362	0.47003315	0.00000000	1.00000000
RSN6	354	0	0.07062147	0.25655411	0.00000000	1.00000000
RSN7	354	0	0.18926554	0.39227386	0.00000000	1.00000000
RSN8	354	0	0.04519774	0.20803162	0.00000000	1.00000000
RSN9	354	0	0.60451977	0.48964567	0.00000000	1.00000000
RSN10	354	0	0.02824859	0.16591675	0.00000000	1.00000000
RSN11	354	0	0.02824859	0.16591675	0.00000000	1.00000000
RSN12	354	0	0.16949153	0.37571653	0.00000000	1.00000000
V228	351	3	3.41025641	1.10702055	1.00000000	5.00000000
V229	351	3	3.42165242	0.97920586	1.00000000	5.00000000
V230	351	3	3.04273504	1.17881172	1.00000000	5.00000000
V231	351	3	2.85470085	1.14341561	1.00000000	5.00000000
V232	347	7	3.12968300	1.07677031	1.00000000	5.00000000
V235	347	7	3.25072046	1.11374404	1.00000000	5.00000000
V237	348	6	2.70977011	1.13838804	1.00000000	5.00000000
V239	348	6	2.68390805	1.08065233	1.00000000	5.00000000
V241	349	5	2.50716332	1.10019864	1.00000000	5.00000000
V242	348	6	3.02873563	1.03220846	1.00000000	5.00000000
V243	347	7	2.89913545	1.00500157	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME=SM						
V1	1229	6	3.58909683	1.21254769	1.00000000	5.00000000
V2	1228	7	1.85749186	1.06053956	1.00000000	5.00000000
V3	1229	6	3.01952807	1.08721146	1.00000000	5.00000000
V4	1231	4	3.10805459	1.28512866	1.00000000	5.00000000
V5	1229	6	2.09031733	1.08625360	1.00000000	5.00000000
V6	1224	11	3.74509804	1.29609470	1.00000000	5.00000000
V7	1224	24	3.91907514	1.00002866	1.00000000	5.00000000
V8	1209	26	2.34325889	1.22019010	1.00000000	5.00000000
V9	1208	27	2.36423841	1.15771076	1.00000000	5.00000000
V10	1209	26	3.67162945	1.09205321	1.00000000	5.00000000
V11	1211	24	3.07266722	1.15408197	1.00000000	5.00000000
V12	1210	25	2.52148760	1.22893881	1.00000000	5.00000000
V13	1211	24	4.07597027	1.03851879	1.00000000	5.00000000
V14	1211	24	2.91907514	1.30860766	1.00000000	5.00000000
V15	1212	23	2.46699670	1.22379379	1.00000000	5.00000000
V16	1211	24	3.23121387	1.16465159	1.00000000	5.00000000
V17	1210	25	3.32644628	1.24435989	1.00000000	5.00000000
V18	1213	22	2.59604287	1.18991257	1.00000000	5.00000000
V19	1210	25	2.91900826	1.31544959	1.00000000	5.00000000
V20	1212	23	1.77475248	0.97597372	1.00000000	5.00000000
V21	1224	11	2.50898693	1.22120175	1.00000000	5.00000000
V22	1224	11	3.66748366	1.07664793	1.00000000	5.00000000
V23	1223	12	2.82174980	1.22479213	1.00000000	5.00000000
V24	1225	10	1.83020408	1.03084871	1.00000000	5.00000000
V25	1224	11	3.35130719	1.21483670	1.00000000	5.00000000
V26	1223	12	3.34341783	1.30269911	1.00000000	5.00000000
V27	1225	10	1.87346939	1.01435278	1.00000000	5.00000000
V28	1226	9	3.15252855	1.2240217	1.00000000	5.00000000
V29	1224	11	1.74346405	0.84991833	1.00000000	5.00000000
V30	1224	11	3.20424837	1.11663915	1.00000000	5.00000000
V31	1228	7	3.07410423	1.27998081	1.00000000	5.00000000
V32	1224	11	2.06617647	1.04581857	1.00000000	5.00000000
V33	1226	9	2.68923328	1.30387112	1.00000000	5.00000000
V34	1226	9	2.75774878	1.26911552	1.00000000	5.00000000
V35	1227	8	2.36919315	1.19055401	1.00000000	5.00000000
V36	1228	7	2.54885993	1.23388336	1.00000000	5.00000000
V37	1228	7	2.62377850	1.18265985	1.00000000	5.00000000
V38	1228	7	3.79885993	1.00175820	1.00000000	5.00000000
V39	1227	8	2.62194189	1.15111643	1.00000000	5.00000000
V40	1229	6	1.88283157	0.98899801	1.00000000	5.00000000
V41	1229	6	2.69650122	1.18479611	1.00000000	5.00000000
V42	1227	6	3.84596577	1.01211565	1.00000000	5.00000000
V43	1227	8	3.37897311	1.22600211	1.00000000	5.00000000
V44	1229	6	3.92351505	0.90005900	1.00000000	5.00000000
V45	1229	6	2.23189585	1.03083948	1.00000000	5.00000000
V46	1225	8	2.36615134	1.09901936	1.00000000	5.00000000
V47	1227	8	3.11980440	1.31789935	1.00000000	5.00000000
V48	1227	8	2.31621842	1.13928344	1.00000000	5.00000000
V49	1225	10	3.78530612	1.03632375	1.00000000	5.00000000

Table B.1 - continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SIRENAME-SM						
V50	1225	10	2.57632653	1.16495444	1.00000000	5.00000000
V51	1225	10	2.68000000	1.18561644	1.00000000	5.00000000
V52	1223	12	4.09893704	0.97975774	1.00000000	5.00000000
V53	1224	11	3.74019608	0.97364783	1.00000000	5.00000000
V54	1227	8	3.35533822	1.16722197	1.00000000	5.00000000
V55	1224	11	2.57843137	1.26332183	1.00000000	5.00000000
V56	1223	12	2.78904334	1.12535617	1.00000000	5.00000000
V57	1225	10	3.49551020	1.19579373	1.00000000	5.00000000
V58	1225	10	3.12081633	1.15474270	1.00000000	5.00000000
V59	1223	12	1.90269828	1.00221567	1.00000000	5.00000000
V60	1224	11	2.16748366	1.11066555	1.00000000	5.00000000
V61	1226	9	2.93066884	1.26268481	1.00000000	5.00000000
V62	1224	11	3.33578431	1.14486041	1.00000000	5.00000000
V63	1220	15	2.26065574	1.02435937	1.00000000	5.00000000
V64	1221	14	3.44717445	1.10729428	1.00000000	5.00000000
V65	1221	14	2.28746929	0.91081763	1.00000000	5.00000000
V66	1221	14	2.37100737	1.05073497	1.00000000	5.00000000
V67	1221	14	2.93939394	1.11160612	1.00000000	5.00000000
V68	1223	12	3.18070319	1.15743685	1.00000000	5.00000000
V69	1223	12	3.55764513	1.24156269	1.00000000	5.00000000
V70	1223	12	2.62226039	1.14120671	1.00000000	5.00000000
V71	1222	13	2.68003273	1.22085777	1.00000000	5.00000000
V72	1223	12	3.87408013	0.89580233	1.00000000	5.00000000
V73	1217	18	3.16844700	1.05149813	1.00000000	5.00000000
V74	1221	14	2.71089271	1.19731432	1.00000000	5.00000000
V75	1221	14	3.03767404	1.24474864	1.00000000	5.00000000
V76	1221	14	2.79606880	1.14742089	1.00000000	5.00000000
V77	1201	34	3.16486261	1.11555562	1.00000000	5.00000000
V78	1201	34	2.72939217	1.06655694	1.00000000	5.00000000
V79	1204	31	1.94767442	0.91341871	1.00000000	5.00000000
V80	1205	30	3.92697095	0.88244857	1.00000000	5.00000000
V81	1204	31	2.46677741	1.15458215	1.00000000	5.00000000
V82	1204	31	1.80647841	0.84053058	1.00000000	5.00000000
V83	1203	32	2.98004988	1.23708678	1.00000000	5.00000000
V84	1201	34	4.03080766	1.02301031	1.00000000	5.00000000
V85	1205	30	3.05062241	1.28430082	1.00000000	5.00000000
V86	1205	30	2.87385892	1.25118766	1.00000000	5.00000000
V87	1205	30	2.63568465	1.07642572	1.00000000	5.00000000
V88	1204	31	2.44518272	1.16451484	1.00000000	5.00000000
V89	1205	30	3.37510373	1.15797578	1.00000000	5.00000000
V90	1206	29	3.38888889	1.17533825	1.00000000	5.00000000
V91	1220	15	2.84918033	1.26983432	1.00000000	5.00000000
V92	1222	13	2.61947627	1.23889216	1.00000000	5.00000000
V93	1221	14	2.52497952	1.03246011	1.00000000	5.00000000
V94	1218	17	2.53612479	1.18498914	1.00000000	5.00000000
V95	1218	17	3.03201970	1.22482915	1.00000000	5.00000000
V96	1221	14	2.83374283	1.25425499	1.00000000	5.00000000
V97	1220	15	3.71147541	0.85850441	1.00000000	5.00000000
V98	1221	14	3.69860770	0.96116717	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME-SM						
V99	1219	16	2.56439705	1.14028157	1.00000000	5.00000000
V100	1220	15	2.97950820	1.13215647	1.00000000	5.00000000
V101	1219	16	3.93027071	1.03433383	1.00000000	5.00000000
V102	1220	15	1.95819672	0.99253491	1.00000000	5.00000000
V103	1222	13	3.23076923	1.11461260	1.00000000	5.00000000
V104	1219	16	2.78589007	1.34002344	1.00000000	5.00000000
V105	1223	12	3.18642682	1.25656856	1.00000000	5.00000000
V106	1222	13	2.93289609	1.30283429	1.00000000	5.00000000
V107	1207	20	2.38111019	0.98525165	1.00000000	5.00000000
V108	1203	32	2.30985915	1.02461928	1.00000000	5.00000000
V109	1203	32	2.03574397	1.01546405	1.00000000	5.00000000
V110	1204	31	2.27990033	0.99736710	1.00000000	5.00000000
V111	1209	26	2.82133995	1.46465234	1.00000000	5.00000000
V112	1210	25	2.61404959	1.37168614	1.00000000	5.00000000
V113	1212	23	2.76650165	1.35971289	1.00000000	5.00000000
V114	1209	26	2.61621175	1.40773709	1.00000000	5.00000000
V115	1205	30	1.69128631	0.46215452	1.00000000	5.00000000
V116	1215	20	4.03786008	0.74635768	1.00000000	5.00000000
V117	1215	20	3.70534979	0.96243925	1.00000000	5.00000000
V118	1215	20	3.94320988	0.95062690	1.00000000	5.00000000
V119	1215	20	3.95390947	0.97894596	1.00000000	5.00000000
V120	1215	20	4.15650741	0.95499019	1.00000000	5.00000000
V121	1214	21	4.14238683	1.02214648	1.00000000	5.00000000
V122	1215	20	4.20476974	1.03836383	1.00000000	5.00000000
V123	1216	19	4.11193416	0.97107125	1.00000000	5.00000000
V124	1215	20	3.92473118	1.24889041	1.00000000	5.00000000
V125	1209	26	3.31250000	0.90121431	1.00000000	5.00000000
V126	1200	35	1.39210747	0.48842554	1.00000000	2.00000000
V127	1191	44	1.81517241	0.38842561	1.00000000	2.00000000
V128	725	510	3.51879699	1.46474480	1.00000000	6.00000000
V129	133	1102	3.69372385	0.80716169	1.00000000	6.00000000
V130	1195	40	3.46070234	1.51122799	1.00000000	6.00000000
V131	1196	39	3.72855953	1.20537353	1.00000000	6.00000000
V132	1201	34	3.94068505	1.29985484	1.00000000	5.00000000
V133	1197	38	1.54553049	0.91474752	1.00000000	4.00000000
V134	1197	38	1.73266500	0.44275362	1.00000000	4.00000000
V135	1168	67	2.95205479	1.21731125	1.00000000	6.00000000
V136	1177	58	1.40611725	0.49131570	1.00000000	2.00000000
V137	1141	94	2.02629273	0.59028035	1.00000000	3.00000000
V138	1052	183	1.87737643	0.32816063	1.00000000	2.00000000
V139	1198	37	5.05058431	1.61557131	1.00000000	11.00000000
V140	1201	34	2.62697752	1.19891824	1.00000000	5.00000000
V141	1200	35	2.80083333	1.21066954	1.00000000	5.00000000
V142	1197	38	2.32748538	1.21777036	1.00000000	5.00000000
V143	1235	0	0.21781377	0.41292735	0.00000000	1.00000000
V144	1235	0	0.77732794	0.41620A46	0.00000000	1.00000000
V145	1235	0	0.17732794	0.38210072	0.00000000	1.00000000
V146	1235	0	0.15789474	0.36478999	0.00000000	1.00000000
V147	1235	0	0.40000000	0.49009641	0.00000000	1.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SM						
RSN6	1235	0	0.05507045	0.22976441	0.00000000	1.00000000
RSN7	1235	0	0.20647773	0.40494130	0.00000000	1.00000000
RSN8	1235	0	0.03076923	0.17276184	0.00000000	1.00000000
RSN9	1235	0	0.58461538	0.49298786	0.00000000	1.00000000
RSN10	1235	0	0.04615385	0.20990318	0.00000000	1.00000000
RSN11	1235	0	0.04291498	0.20274755	0.00000000	1.00000000
RSN12	1235	0	0.18299595	0.38681984	0.00000000	1.00000000
V228	1213	22	3.13437758	1.14071675	1.00000000	5.00000000
V229	1213	22	3.02061006	1.11858171	1.00000000	5.00000000
V230	1213	22	2.49134378	1.08437717	1.00000000	5.00000000
V231	1215	20	3.57037037	1.05832128	1.00000000	5.00000000
V232	1211	24	3.01899257	1.12321968	1.00000000	5.00000000
V233	1211	24	2.58133774	1.12768989	1.00000000	5.00000000
V234	1206	29	2.50829187	1.05035741	1.00000000	5.00000000
V235	1212	23	2.85726073	1.14523610	1.00000000	5.00000000
V236	1210	25	2.91074380	1.09603403	1.00000000	5.00000000
V237	1212	23	2.47854785	1.13441846	1.00000000	5.00000000
V238	1205	30	2.61493776	1.04917747	1.00000000	5.00000000
V239	1207	28	2.47721624	1.09010454	1.00000000	5.00000000
V240	1202	33	2.48668885	1.00053567	1.00000000	5.00000000
V241	1210	25	2.11570248	1.01592028	1.00000000	5.00000000
V242	1208	27	2.70612583	1.01139927	1.00000000	5.00000000
V243	1207	28	2.63960232	0.96807541	1.00000000	5.00000000
V272	1162	73	3.86833046	2.24219472	1.00000000	12.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=WR						
V1	280	0	3.88214286	0.98211737	1.00000000	5.00000000
V2	278	2	2.07194245	1.12175911	1.00000000	5.00000000
V3	279	1	3.27240143	0.98787158	1.00000000	5.00000000
V4	280	0	3.30714286	1.23216410	1.00000000	5.00000000
V5	280	0	2.27500000	1.06057569	1.00000000	5.00000000
V6	280	0	3.36428571	1.21053153	1.00000000	5.00000000
V7	277	3	3.44043321	1.03955667	1.00000000	5.00000000
V8	276	4	2.48550725	1.25761973	1.00000000	5.00000000
V9	277	3	2.88086643	1.15950482	1.00000000	5.00000000
V10	278	2	3.92086331	0.91173456	1.00000000	5.00000000
V11	278	2	3.22661871	1.14747096	1.00000000	5.00000000
V12	277	3	2.91696751	1.22043330	1.00000000	5.00000000
V13	278	2	3.74820144	1.17490932	1.00000000	5.00000000
V14	278	2	3.30575540	1.16043499	1.00000000	5.00000000
V15	278	2	2.76258993	1.17791184	1.00000000	5.00000000
V16	278	2	3.31294964	1.08113689	1.00000000	5.00000000
V17	278	2	3.46762590	1.07012033	1.00000000	5.00000000
V18	277	3	2.76895307	1.21466432	1.00000000	5.00000000
V19	278	2	3.26978417	1.29253087	1.00000000	5.00000000
V20	278	2	2.12949640	1.18556013	1.00000000	5.00000000
V21	274	6	2.86496350	1.25503185	1.00000000	5.00000000
V22	273	7	3.35531136	1.06504418	1.00000000	5.00000000
V23	274	6	2.85766423	1.16959168	1.00000000	5.00000000
V24	272	8	1.99264706	1.16528079	1.00000000	5.00000000
V25	274	6	3.34306569	1.16063615	1.00000000	5.00000000
V26	272	8	3.57352941	1.20044489	1.00000000	5.00000000
V27	274	6	2.24825555	1.16514834	1.00000000	5.00000000
V28	274	6	3.34671533	1.10619641	1.00000000	5.00000000
V29	274	6	1.95985401	0.89064819	1.00000000	5.00000000
V30	274	6	2.91605839	1.08108842	1.00000000	5.00000000
V31	274	6	3.38686131	1.24475854	1.00000000	5.00000000
V32	274	6	2.50364964	1.15548754	1.00000000	5.00000000
V33	274	6	2.91240876	1.27801616	1.00000000	5.00000000
V34	273	7	3.00000000	1.30327641	1.00000000	5.00000000
V35	277	3	2.64259928	1.20628987	1.00000000	5.00000000
V36	277	3	2.06137184	1.00353845	1.00000000	5.00000000
V37	277	3	2.75812274	1.14650418	1.00000000	5.00000000
V38	277	3	3.55956688	0.98977137	1.00000000	5.00000000
V39	277	3	2.94564838	1.11995685	1.00000000	5.00000000
V40	277	3	2.11913357	1.05821252	1.00000000	5.00000000
V41	277	3	2.75451264	1.17847061	1.00000000	5.00000000
V42	277	3	3.89169675	0.90239396	1.00000000	5.00000000
V43	277	3	3.29241877	1.32056488	1.00000000	5.00000000
V44	277	3	4.14404433	0.73283208	1.00000000	5.00000000
V45	277	3	2.59205776	0.99800984	1.00000000	5.00000000
V46	277	3	2.78766301	0.88002975	1.00000000	5.00000000
V47	276	4	3.25000000	1.26167277	1.00000000	5.00000000
V48	271	5	2.74368231	1.12739511	1.00000000	5.00000000
V49	279	1	3.92473118	0.89647462	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
V50	279	1	2.02437276	1.10328852	1.00000000	5.00000000
V51	278	2	2.71502734	1.17210410	1.00000000	5.00000000
V52	278	2	4.11510791	0.96194100	1.00000000	5.00000000
V53	278	2	3.07050360	0.70187530	1.00000000	5.00000000
V54	279	1	3.57347670	1.11922977	1.00000000	5.00000000
V55	279	1	2.75627240	1.21948586	1.00000000	5.00000000
V56	279	1	2.79211470	1.10905795	1.00000000	5.00000000
V57	279	1	3.39426523	1.17011778	1.00000000	5.00000000
V58	278	2	3.34172662	1.12813698	1.00000000	5.00000000
V59	277	3	2.00000000	1.00722031	1.00000000	5.00000000
V60	277	3	2.44404332	1.16467118	1.00000000	5.00000000
V61	278	2	3.11510791	1.20515021	1.00000000	5.00000000
V62	278	2	3.57194245	1.05799543	1.00000000	5.00000000
V63	280	0	2.52857143	1.05370388	1.00000000	5.00000000
V64	280	0	3.25357143	1.10877314	1.00000000	5.00000000
V65	279	1	2.54480287	1.00213794	1.00000000	5.00000000
V66	279	1	2.65591398	1.08450125	1.00000000	5.00000000
V67	280	0	3.00357143	1.02127271	1.00000000	5.00000000
V68	280	0	3.23571429	1.12393774	1.00000000	5.00000000
V69	280	0	3.70571429	1.09600588	1.00000000	5.00000000
V70	280	0	2.96428571	1.11625792	1.00000000	5.00000000
V71	278	2	3.05755396	1.11937182	1.00000000	5.00000000
V72	279	1	4.06810036	0.71395669	1.00000000	5.00000000
V73	279	1	3.39426523	0.98300454	1.00000000	5.00000000
V74	280	0	3.08211428	1.16075499	1.00000000	5.00000000
V75	280	0	3.31428571	1.19488584	1.00000000	5.00000000
V76	279	1	2.99283154	1.05596228	1.00000000	5.00000000
V77	276	4	3.47826087	0.90024151	1.00000000	5.00000000
V78	276	4	3.13043478	0.97478081	1.00000000	5.00000000
V79	276	4	2.04347826	0.94094394	1.00000000	5.00000000
V80	276	4	4.07971014	0.62157096	1.00000000	5.00000000
V81	277	3	2.66425993	1.17611522	1.00000000	5.00000000
V82	276	4	1.99275362	0.90651281	1.00000000	5.00000000
V83	276	4	2.96014493	1.19477894	1.00000000	5.00000000
V84	275	5	3.03272727	1.05038306	1.00000000	5.00000000
V85	275	5	2.43636364	1.18942476	1.00000000	5.00000000
V86	275	5	3.10909091	1.17567696	1.00000000	5.00000000
V87	274	6	2.81021898	1.04150389	1.00000000	5.00000000
V88	274	6	2.82481752	1.09543047	1.00000000	5.00000000
V89	276	4	3.63043478	1.03450357	1.00000000	5.00000000
V90	276	4	3.62681159	1.03495559	1.00000000	5.00000000
V91	275	5	3.21818182	1.13810749	1.00000000	5.00000000
V92	276	4	2.86956522	1.17752336	1.00000000	5.00000000
V93	276	4	2.65942029	0.84849708	1.00000000	5.00000000
V94	275	5	2.64000000	1.12917514	1.00000000	5.00000000
V95	275	5	3.26909091	1.12062169	1.00000000	5.00000000
V96	276	4	3.05797101	1.24910508	1.00000000	5.00000000
V97	274	6	3.72627737	0.79021211	1.00000000	5.00000000
V98	275	5	3.49454545	0.83434886	1.00000000	5.00000000

Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME-WR						
V99	275	5	2.96363636	1.17398250	1.00000000	5.00000000
V100	275	5	3.11636364	1.11766892	1.00000000	5.00000000
V101	275	5	3.75272727	0.98378358	1.00000000	5.00000000
V102	275	5	1.98909091	1.01981692	1.00000000	5.00000000
V103	275	5	3.45090909	1.03247854	1.00000000	5.00000000
V104	273	7	3.58241758	1.37251062	1.00000000	5.00000000
V105	276	4	2.87681159	1.21177795	1.00000000	5.00000000
V106	277	3	2.96389892	1.30999362	1.00000000	5.00000000
V107	267	13	2.76779026	0.93712686	1.00000000	5.00000000
V108	268	12	2.67164179	0.99267821	1.00000000	5.00000000
V109	268	12	2.40671642	1.05764191	1.00000000	5.00000000
V110	267	13	2.6874157	1.00320514	0.00000000	5.00000000
V114	276	4	2.84057971	1.43841517	1.00000000	5.00000000
V115	276	4	2.7350725	1.35336890	1.00000000	5.00000000
V116	277	3	2.8559567	1.31906838	1.00000000	5.00000000
V117	277	3	2.65342960	1.37883752	1.00000000	5.00000000
V118	275	5	1.70181818	0.45829377	1.00000000	2.00000000
V119	277	3	4.18050542	0.66205305	1.00000000	5.00000000
V120	277	3	3.87364621	0.88991454	1.00000000	5.00000000
V121	277	2	3.98561151	0.95747571	1.00000000	5.00000000
V122	279	1	4.01075269	1.00532350	1.00000000	5.00000000
V123	278	2	4.1766187	0.96080635	1.00000000	5.00000000
V124	279	1	4.43369176	0.83649512	1.00000000	5.00000000
V125	278	2	4.39568345	0.97712985	1.00000000	5.00000000
V126	278	2	4.30215827	0.83389111	1.00000000	5.00000000
V127	277	3	4.26353791	1.11602577	1.00000000	5.00000000
V128	272	8	3.20588235	1.10428650	1.00000000	4.00000000
V129	262	18	1.87404580	0.3243276	1.00000000	2.00000000
V130	31	249	1.87096774	0.3407710	1.00000000	2.00000000
V131	4	276	3.00000000	1.41421356	1.00000000	4.00000000
V132	271	9	2.00000000	1.03637545	1.00000000	5.00000000
V133	272	8	6.41176471	2.18505689	2.00000000	12.00000000
V134	272	8	2.75367647	1.16924980	1.00000000	4.00000000
V135	272	8	3.70955882	0.60152067	1.00000000	5.00000000
V136	272	8	3.42435424	1.52776678	1.00000000	6.00000000
V137	271	9	3.63602941	1.45911932	1.00000000	6.00000000
V138	272	8	3.76865672	1.38701403	1.00000000	5.00000000
V139	268	12	3.76865672	0.70426356	1.00000000	4.00000000
V140	267	13	1.28089888	0.37987730	1.00000000	2.00000000
V141	270	10	1.82592593	0.37987730	1.00000000	2.00000000
V142	267	13	2.68164794	1.35160733	1.00000000	6.00000000
V143	267	13	1.53558052	0.49966901	1.00000000	2.00000000
V144	266	14	1.73684211	0.51972034	1.00000000	3.00000000
V145	226	54	1.97345133	0.16111704	1.00000000	2.00000000
V146	269	11	5.10037175	1.69974753	1.00000000	10.00000000
V147	280	0	0.18571429	0.38957222	0.00000000	1.00000000
V148	280	0	0.75000000	0.3378602	0.00000000	1.00000000
V149	280	0	0.16785714	0.37440856	0.00000000	1.00000000
V150	280	0	0.12142857	0.32720949	0.00000000	1.00000000
V151	280	0	0.33928571	0.4743466	0.00000000	1.00000000



Table B.1--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
RSM6	280	0	0.06428571	0.24570035	0.00000000	1.00000000
RSM1	280	0	0.18571429	0.38957222	0.00000000	1.00000000
RSM2	280	0	0.75000000	0.43378802	0.00000000	1.00000000
RSM3	280	0	0.16785714	0.37440856	0.00000000	1.00000000
RSM4	280	0	0.12142857	0.32720949	0.00000000	1.00000000
RSM5	280	0	0.33928571	0.47431466	0.00000000	1.00000000
RSM6	280	0	0.06428571	0.24570035	0.00000000	1.00000000
RSM7	280	0	0.24642857	0.43170259	0.00000000	1.00000000
RSM8	280	0	0.09285714	0.29075180	0.00000000	1.00000000
RSM9	280	0	0.63928571	0.48106757	0.00000000	1.00000000
RSM10	280	0	0.02857143	0.16689692	0.00000000	1.00000000
RSM11	280	0	0.01071429	0.10313816	0.00000000	1.00000000
RSM12	280	0	0.15357143	0.36118299	0.00000000	1.00000000
V228	278	2	3.47122302	1.03245140	1.00000000	5.00000000
V229	276	4	3.39492754	1.01971992	1.00000000	5.00000000
V230	276	4	2.83695652	1.07477362	1.00000000	5.00000000
V231	278	2	2.78776978	1.17813782	1.00000000	5.00000000
V232	276	4	2.96739130	0.96616679	1.00000000	5.00000000
V235	276	4	3.12681159	1.12259698	1.00000000	5.00000000
V237	276	4	2.69565217	1.05215758	1.00000000	5.00000000
V239	273	7	2.74358974	1.06074905	1.00000000	5.00000000
V241	274	6	2.32846715	1.02431601	1.00000000	5.00000000
V242	272	8	2.98897059	1.05033277	1.00000000	5.00000000
V243	271	9	2.90774908	0.92834725	1.00000000	5.00000000

Table B.2  
MEANS FOR ALL VARIABLES, SUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-OC						
V1	177	0	3.89830508	0.95396747	1.00000000	5.00000000
V2	177	0	2.53672316	1.22477108	1.00000000	5.00000000
V3	177	0	3.00564972	1.05796318	1.00000000	5.00000000
V4	177	0	3.96610169	0.95285638	1.00000000	5.00000000
V5	177	0	2.67796610	1.09400242	1.00000000	5.00000000
V6	177	0	3.61016949	1.14341418	1.00000000	5.00000000
V7	177	2	2.57142857	1.03072662	1.00000000	5.00000000
V8	175	2	3.13714286	1.21935674	1.00000000	5.00000000
V9	175	2	2.84000000	1.11808539	1.00000000	5.00000000
V10	175	2	4.30285714	0.67359292	1.00000000	5.00000000
V11	175	2	3.75428571	0.94818122	1.00000000	5.00000000
V12	175	2	3.45714286	0.99835661	1.00000000	5.00000000
V13	175	2	3.13142857	1.12438270	1.00000000	5.00000000
V14	174	3	3.74137931	1.06266670	1.00000000	5.00000000
V15	175	2	3.21142857	1.12233629	1.00000000	5.00000000
V16	175	2	3.84000000	1.02138063	1.00000000	5.00000000
V17	175	2	3.61142857	1.03273196	1.00000000	5.00000000
V18	175	2	3.30285714	1.04207069	1.00000000	5.00000000
V19	175	2	3.63428571	1.14116870	1.00000000	5.00000000
V20	174	3	3.90229885	1.26614220	1.00000000	5.00000000
V21	177	0	3.4012994	1.12946028	1.00000000	5.00000000
V22	177	0	3.32768362	1.07923150	1.00000000	5.00000000
V23	177	0	3.48587571	1.17312396	1.00000000	5.00000000
V24	177	0	3.18644068	1.24026550	1.00000000	5.00000000
V25	177	0	3.68926554	0.94721363	1.00000000	5.00000000
V26	176	1	3.32954545	1.29810051	1.00000000	5.00000000
V27	177	0	2.89265537	1.19411543	1.00000000	5.00000000
V28	177	0	3.05675706	0.84432910	1.00000000	5.00000000
V29	177	0	2.42937853	1.04274341	1.00000000	5.00000000
V30	177	0	2.67231638	0.99713895	1.00000000	5.00000000
V31	177	0	3.54802260	1.15758813	1.00000000	5.00000000
V32	177	0	2.82485876	1.20503353	1.00000000	5.00000000
V33	177	0	3.63841808	1.00808875	1.00000000	5.00000000
V34	177	0	3.62711864	1.13665636	1.00000000	5.00000000
V35	175	2	3.24000000	1.07189809	1.00000000	5.00000000
V36	175	2	2.11428571	0.90246879	1.00000000	5.00000000
V37	175	2	3.54857143	0.99231861	1.00000000	5.00000000
V38	175	2	3.38857143	1.17829300	1.00000000	5.00000000
V39	175	2	3.38285714	1.05413409	1.00000000	5.00000000
V40	175	2	2.90857143	1.16593691	1.00000000	5.00000000
V41	175	2	3.56571429	0.96785782	1.00000000	5.00000000
V42	175	2	4.14857143	0.78833865	1.00000000	5.00000000
V43	175	2	3.70857143	1.01181850	1.00000000	5.00000000
V44	175	2	4.30285714	0.69044618	1.00000000	5.00000000
V45	175	2	2.42857143	1.01386124	1.00000000	5.00000000
V46	175	2	3.05714286	1.10720200	1.00000000	5.00000000
V47	175	2	3.38857143	1.24088051	1.00000000	5.00000000
V48	175	2	2.88571429	1.18833363	1.00000000	5.00000000
V49	173	4	3.98265896	0.81749752	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME=OC						
V50	173	4	3.44508671	1.06402134	1.00000000	5.00000000
V51	173	4	2.32369942	0.99963026	1.00000000	5.00000000
V52	173	4	3.56069364	1.09600945	1.00000000	5.00000000
V53	173	4	4.17341040	0.67685013	1.00000000	5.00000000
V54	173	4	3.99421965	0.97346844	1.00000000	5.00000000
V55	173	4	3.53179191	1.12341657	1.00000000	5.00000000
V56	173	4	3.31213873	1.00332154	1.00000000	5.00000000
V57	172	5	2.80232558	1.12722572	1.00000000	5.00000000
V58	173	4	3.74566474	1.00234971	1.00000000	5.00000000
V59	173	4	2.62427746	1.13244445	1.00000000	5.00000000
V60	173	4	2.60115607	1.13475683	1.00000000	5.00000000
V61	173	4	3.72832370	0.94693881	1.00000000	5.00000000
V62	173	4	4.08670520	0.73016175	1.00000000	5.00000000
V63	176	1	2.36931818	0.91649743	1.00000000	5.00000000
V64	176	1	3.10227273	1.08538102	1.00000000	5.00000000
V65	176	1	3.01136364	1.05282551	1.00000000	5.00000000
V66	176	1	3.71027277	0.99777350	1.00000000	5.00000000
V67	176	1	3.81818182	0.81479820	1.00000000	5.00000000
V68	176	1	3.55113636	0.90566400	1.00000000	5.00000000
V69	176	1	3.61363636	1.04670168	1.00000000	5.00000000
V70	176	1	3.13068182	1.05828518	1.00000000	5.00000000
V71	176	1	3.49431818	0.99137514	1.00000000	5.00000000
V72	176	1	4.25000000	0.68033605	1.00000000	5.00000000
V73	176	1	3.73863636	0.85516004	1.00000000	5.00000000
V74	176	1	3.69886364	0.98282326	1.00000000	5.00000000
V75	176	1	3.64204545	0.98110394	1.00000000	5.00000000
V76	176	1	3.65909091	0.94277843	1.00000000	5.00000000
V77	173	4	3.56069364	1.01904172	1.00000000	5.00000000
V78	173	4	3.15028902	1.21064197	1.00000000	5.00000000
V79	173	4	2.37572254	0.91046255	1.00000000	5.00000000
V80	173	4	4.32947977	0.61104016	1.00000000	5.00000000
V81	173	4	3.32947977	1.08429501	1.00000000	5.00000000
V82	173	4	2.36994220	0.98336069	1.00000000	5.00000000
V83	173	4	3.37572254	1.16782952	1.00000000	5.00000000
V84	173	4	3.05780347	1.19451743	1.00000000	5.00000000
V85	173	4	2.27167630	1.23002934	1.00000000	5.00000000
V86	173	4	4.18497110	0.84248016	1.00000000	5.00000000
V87	173	4	2.91907514	1.13318611	1.00000000	5.00000000
V88	173	4	3.27167630	1.11603329	1.00000000	5.00000000
V89	173	4	3.65895954	0.99088466	1.00000000	5.00000000
V90	173	4	4.09248555	0.78695849	1.00000000	5.00000000
V91	175	2	3.65142857	1.01635234	1.00000000	5.00000000
V92	175	2	3.41142857	1.06235788	1.00000000	5.00000000
V93	175	2	2.77714286	0.91069183	1.00000000	5.00000000
V94	175	2	3.44571429	1.03733269	1.00000000	5.00000000
V95	175	2	3.67428571	0.96022712	1.00000000	5.00000000
V96	175	2	3.50857143	1.10312290	1.00000000	5.00000000
V97	175	2	3.96571429	0.57632549	2.00000000	5.00000000
V98	175	2	3.02285714	0.97056854	1.00000000	5.00000000

Table B.2--cont Inued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-OC						
V99	175	2	3.36000000	1.08362949	1.00000000	5.00000000
V100	175	2	3.72571429	0.87373640	1.00000000	5.00000000
V101	175	2	3.17142057	1.10603658	1.00000000	5.00000000
V102	175	2	2.73142857	1.18510183	1.00000000	5.00000000
V103	175	2	3.03420571	0.82418293	1.00000000	5.00000000
V104	175	2	3.48000000	1.38065452	1.00000000	5.00000000
V105	174	3	2.48050575	1.28007634	1.00000000	5.00000000
V106	175	2	3.50857143	1.19322114	1.00000000	5.00000000
V107	171	6	2.69005848	0.94735087	1.00000000	5.00000000
V108	171	6	2.61403509	1.02477061	1.00000000	5.00000000
V109	171	6	2.68421053	1.04866124	1.00000000	5.00000000
V110	170	7	2.80588235	0.89242081	1.00000000	5.00000000
V111	173	4	3.34104046	1.29596559	1.00000000	5.00000000
V112	173	4	3.28901734	1.27486692	1.00000000	5.00000000
V113	172	5	3.48255814	1.24943888	1.00000000	5.00000000
V114	172	5	2.55232558	1.34322078	1.00000000	5.00000000
V115	173	4	1.63583815	0.48259114	1.00000000	2.00000000
V116	174	3	4.40229885	0.55786070	2.00000000	5.00000000
V117	174	3	4.05747126	0.79530882	1.00000000	5.00000000
V118	174	3	4.25287356	0.74054176	1.00000000	5.00000000
V119	175	2	4.11428571	0.82946557	1.00000000	5.00000000
V120	175	2	4.42857143	0.74608997	1.00000000	5.00000000
V121	175	2	4.38285714	0.73245208	3.00000000	5.00000000
V122	175	2	4.04571429	0.95783006	2.00000000	5.00000000
V123	175	2	4.30857143	0.77806547	2.00000000	5.00000000
V124	175	2	3.90857143	1.24230307	1.00000000	5.00000000
V125	177	0	3.33888305	1.08098497	1.00000000	5.00000000
V126	177	0	2.87005650	1.16290022	1.00000000	5.00000000
V127	177	0	2.02824859	1.01370931	1.00000000	5.00000000
V128	177	0	2.75141243	1.11564837	1.00000000	5.00000000
V129	177	0	2.64204545	1.24773821	1.00000000	5.00000000
V130	176	1	3.28248588	1.11771812	1.00000000	5.00000000
V131	177	0	2.80225989	1.15325403	1.00000000	5.00000000
V132	177	0	2.79096045	1.29084525	1.00000000	5.00000000
V133	177	0	2.94350282	1.05914585	1.00000000	5.00000000
V134	177	0	3.29943503	1.09526342	1.00000000	5.00000000
V135	177	0	3.79661017	0.91290609	1.00000000	5.00000000
V136	177	0	3.95428571	1.02170211	1.00000000	5.00000000
V137	175	2	3.35795455	1.11726417	1.00000000	5.00000000
V138	176	1	2.14689266	1.00617636	1.00000000	5.00000000
V139	177	0	3.00564972	1.15550646	1.00000000	5.00000000
V140	177	0	3.19774011	1.09253431	1.00000000	5.00000000
V141	177	0	2.22598870	0.94436262	1.00000000	5.00000000
V142	177	0	3.55932203	0.89069406	1.00000000	5.00000000
V143	177	0	2.84180791	1.21442706	1.00000000	5.00000000
V144	177	0	3.48587571	0.96593193	1.00000000	5.00000000
V145	177	0	2.48587571	0.98918782	1.00000000	5.00000000
V146	177	0	3.42045455	1.08729379	1.00000000	5.00000000
V147	176	1	3.08474576	1.20540641	1.00000000	5.00000000
V148	177	0				
V149	177	0				
V150	177	0				

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
V152	175	2	3.82285714	0.58481047	1.00000000	4.00000000
V153	171	6	1.80701754	0.39579837	1.00000000	2.00000000
V154	33	144	1.96969697	0.17407766	1.00000000	2.00000000
V155	1	176	4.00000000		4.00000000	4.00000000
V156	175	2	2.91428571	1.92937707	1.00000000	5.00000000
V157	169	0	9.37278107	2.52783880	3.00000000	15.00000000
V158	175	2	2.70285714	1.10523460	1.00000000	4.00000000
V159	175	2	3.86857143	0.49116998	2.00000000	5.00000000
V160	175	2	4.20000000	1.28653504	1.00000000	6.00000000
V161	175	2	4.44571429	1.03177752	2.00000000	6.00000000
V162	174	3	4.12643678	1.07847674	1.00000000	5.00000000
V163	175	2	1.33714286	0.79909637	1.00000000	4.00000000
V165	174	3	1.99425287	0.07580980	1.00000000	2.00000000
V166	176	1	3.14772727	1.01463319	1.00000000	4.00000000
V167	176	1	4.92613636	1.21899203	1.00000000	7.00000000
V168	170	7	3.27058824	1.05346130	1.00000000	6.00000000
V169	171	6	1.28070175	0.45066171	1.00000000	2.00000000
V170	171	6	1.97660819	0.37500143	1.00000000	3.00000000
V171	160	17	1.98125000	0.13606672	1.00000000	2.00000000
V172	173	4	5.75144509	1.65007424	2.00000000	10.00000000
RSN1	177	0	0.22033898	0.41565105	0.00000000	1.00000000
RSN2	177	0	0.75706215	0.43007447	0.00000000	1.00000000
RSN3	177	0	0.11064407	0.32428658	0.00000000	1.00000000
RSN4	177	0	0.13559322	0.3432732	0.00000000	1.00000000
RSN5	177	0	0.38418079	0.48778084	0.00000000	1.00000000
RSN6	177	0	0.11064407	0.32428658	0.00000000	1.00000000
RSN7	177	0	0.16384181	0.37118198	0.00000000	1.00000000
RSN8	177	0	0.05084746	0.22030935	0.00000000	1.00000000
RSN9	177	0	0.54802260	0.49910037	0.00000000	1.00000000
RSN10	177	0	0.06779661	0.25210974	0.00000000	1.00000000
RSN11	177	0	0.08474576	0.27929308	0.00000000	1.00000000
RSN12	177	0	0.20903955	0.40777624	0.00000000	1.00000000
V228	176	1	3.71590909	0.92518864	1.00000000	5.00000000
V229	175	2	3.69714286	0.96772209	1.00000000	5.00000000
V230	176	1	3.37500000	1.02886900	1.00000000	5.00000000
V231	176	1	3.26136364	1.11092567	1.00000000	5.00000000
V232	177	0	3.40677966	0.94961674	1.00000000	5.00000000
V233	176	1	3.21590909	0.97919925	1.00000000	5.00000000
V237	177	0	3.58757062	0.95015745	1.00000000	5.00000000
V239	177	0	3.55932203	0.95235091	1.00000000	5.00000000
V241	177	0	3.27683616	1.13176006	1.00000000	5.00000000
V242	177	0	3.36723164	1.00320493	1.00000000	5.00000000
V243	177	0	3.12429379	1.02043200	1.00000000	5.00000000
V257	177	0	3.33898305	1.08622840	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
V1	153	0	3.85620915	0.88420571	1.00000000	5.00000000
V2	153	0	2.77124183	1.24338636	1.00000000	5.00000000
V3	153	0	3.28758170	1.07405529	1.00000000	5.00000000
V4	153	0	3.94771242	0.90895291	1.00000000	5.00000000
V5	153	0	3.08496732	1.12943694	1.00000000	5.00000000
V6	153	0	3.91503268	0.96618970	1.00000000	5.00000000
V7	152	1	2.64473684	1.13585685	1.00000000	5.00000000
V8	152	1	3.09210526	1.18687783	1.00000000	5.00000000
V9	151	2	2.49006623	1.02545957	1.00000000	5.00000000
V10	152	1	4.29605263	0.69852082	1.00000000	5.00000000
V11	152	1	3.81578947	0.88714926	1.00000000	5.00000000
V12	152	1	3.09868421	1.14371226	1.00000000	5.00000000
V13	152	1	3.20394737	1.16425126	1.00000000	5.00000000
V14	152	1	3.67763158	1.07716807	1.00000000	5.00000000
V15	152	1	3.44078947	1.03407861	1.00000000	5.00000000
V16	152	1	3.87500000	0.92294160	1.00000000	5.00000000
V17	152	1	3.82236842	1.01708565	1.00000000	5.00000000
V18	152	1	3.28289474	1.05741008	1.00000000	5.00000000
V19	152	1	3.67105263	1.13216850	1.00000000	5.00000000
V20	152	1	2.79605263	1.24665813	1.00000000	5.00000000
V21	150	3	3.33333333	1.08477361	1.00000000	5.00000000
V22	151	2	3.37783344	1.17610499	1.00000000	5.00000000
V23	151	2	3.51655629	1.12459951	1.00000000	5.00000000
V24	151	2	3.17218543	1.25836714	1.00000000	5.00000000
V25	151	2	3.82781457	0.99170956	1.00000000	5.00000000
V26	151	2	3.47019868	1.13023860	1.00000000	5.00000000
V27	151	2	2.94701987	1.14185860	1.00000000	5.00000000
V28	151	2	3.82768212	0.97808210	1.00000000	5.00000000
V29	151	2	2.26490066	1.05009198	1.00000000	5.00000000
V30	151	2	2.70198675	1.00528405	1.00000000	5.00000000
V31	151	2	3.56953642	1.16338548	1.00000000	5.00000000
V32	151	2	2.74834437	1.19565069	1.00000000	5.00000000
V33	151	2	3.71523179	0.95482971	1.00000000	5.00000000
V34	151	2	3.72847682	1.13098055	1.00000000	5.00000000
V35	152	1	3.22368421	1.08693243	1.00000000	5.00000000
V36	152	1	2.01315789	0.97645692	1.00000000	5.00000000
V37	152	1	3.27631579	1.01117837	1.00000000	5.00000000
V38	152	1	3.57894737	1.14814169	1.00000000	5.00000000
V39	151	2	3.41721854	1.02213904	1.00000000	5.00000000
V40	152	1	3.02631579	1.09754312	1.00000000	5.00000000
V41	152	1	3.41447368	1.05129424	1.00000000	5.00000000
V42	153	0	4.11725490	0.76998653	1.00000000	5.00000000
V43	153	0	3.66666667	1.11803399	1.00000000	5.00000000
V44	153	0	4.32679739	0.70552393	1.00000000	5.00000000
V45	153	0	2.24836601	1.03416026	1.00000000	5.00000000
V46	153	0	3.36535448	1.11616933	1.00000000	5.00000000
V47	152	1	3.50000000	1.14510186	1.00000000	5.00000000
V48	153	0	2.88235294	1.11768779	1.00000000	5.00000000
V49	152	1	4.03289474	0.80080884	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=00 -----						
V50	152	1	3.28289474	1.07603493	1.00000000	5.00000000
V51	152	1	2.57894737	1.03275056	1.00000000	5.00000000
V52	152	1	3.50000000	1.10387637	1.00000000	5.00000000
V53	152	1	4.19736842	0.70042063	1.00000000	5.00000000
V54	152	1	3.96052632	0.95516428	1.00000000	5.00000000
V55	152	1	3.69078947	1.08715287	1.00000000	5.00000000
V56	152	1	3.36842105	1.04014906	1.00000000	5.00000000
V57	152	1	2.91447368	1.15034884	1.00000000	5.00000000
V58	152	1	3.78947368	0.91080038	1.00000000	5.00000000
V59	152	1	2.51315789	1.09778128	1.00000000	5.00000000
V60	152	1	2.35226316	1.02553360	1.00000000	5.00000000
V61	152	1	3.68421053	1.15901907	1.00000000	5.00000000
V62	152	1	3.98684211	0.86878801	1.00000000	5.00000000
V63	151	2	2.28476821	0.88225078	1.00000000	5.00000000
V64	151	2	3.00662252	1.16902631	1.00000000	5.00000000
V65	151	2	2.62913907	0.95649286	1.00000000	4.00000000
V66	151	2	3.52317881	1.00554753	1.00000000	5.00000000
V67	151	2	3.66225166	0.88609568	1.00000000	5.00000000
V68	151	2	3.59602649	0.86547719	1.00000000	5.00000000
V69	151	2	3.62913907	1.11723405	1.00000000	5.00000000
V70	152	1	3.03289474	1.04480907	1.00000000	5.00000000
V71	152	1	3.46052632	1.06653849	1.00000000	5.00000000
V72	152	1	4.23684211	0.63805211	2.00000000	5.00000000
V73	152	1	3.78947368	0.85839508	1.00000000	5.00000000
V74	152	1	3.84868421	0.99508639	1.00000000	5.00000000
V75	152	1	3.66447368	1.05443924	1.00000000	5.00000000
V76	151	2	3.60264901	1.03330841	1.00000000	5.00000000
V77	151	2	3.65562914	1.02010691	1.00000000	5.00000000
V78	151	2	3.17218543	1.14170393	1.00000000	5.00000000
V79	150	3	2.28666667	0.95070914	1.00000000	5.00000000
V80	151	2	4.29139073	0.68885803	1.00000000	5.00000000
V81	151	2	3.19205298	1.06905087	1.00000000	5.00000000
V82	150	3	2.24666667	0.96888968	1.00000000	5.00000000
V83	151	2	3.35761589	1.10962078	1.00000000	5.00000000
V84	151	2	3.01324503	1.12538441	1.00000000	5.00000000
V85	151	2	2.23178808	1.16300592	1.00000000	5.00000000
V86	151	2	4.04635762	0.91896861	1.00000000	5.00000000
V87	151	2	2.79470199	1.15653437	1.00000000	5.00000000
V88	151	2	3.35093338	1.08442719	1.00000000	5.00000000
V89	151	2	3.50264901	0.98033647	1.00000000	5.00000000
V90	151	2	4.03973510	0.76490343	1.00000000	5.00000000
V91	152	1	3.67105263	0.97502804	1.00000000	5.00000000
V92	152	1	3.50657895	1.10983986	1.00000000	5.00000000
V93	152	1	2.64473684	0.95880648	1.00000000	5.00000000
V94	152	1	3.50000000	1.05479040	1.00000000	5.00000000
V95	152	1	3.71052632	1.03981391	1.00000000	5.00000000
V96	152	1	3.51973684	1.12744448	1.00000000	5.00000000
V97	152	1	4.00657895	0.64589084	2.00000000	5.00000000
V98	153	0	2.96732026	1.06015329	1.30000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME=00						
V99	153	0	3.27450980	1.11941769	1.00000000	5.00000000
V100	153	0	3.68627451	0.87712590	1.00000000	5.00000000
V101	153	0	3.03267974	1.19438544	1.00000000	5.00000000
V102	152	1	2.70394737	1.13253403	1.00000000	5.00000000
V103	153	0	3.78431373	0.92438583	1.00000000	5.00000000
V104	153	0	3.84967320	1.30671969	1.00000000	5.00000000
V105	151	2	2.52980132	1.17648033	1.00000000	5.00000000
V106	152	1	3.71710526	1.06365460	1.00000000	5.00000000
V107	146	7	2.52054795	1.07137796	1.00000000	5.00000000
V108	146	7	2.53424658	1.04495097	1.00000000	5.00000000
V109	146	7	2.51369863	1.05200171	1.00000000	5.00000000
V110	146	7	2.57534247	1.04937168	1.00000000	5.00000000
V111	147	6	3.29251701	1.37597231	1.00000000	5.00000000
V112	148	5	3.20270270	1.33482634	1.00000000	5.00000000
V113	148	5	3.43918919	1.23567355	1.00000000	5.00000000
V114	148	5	2.36486486	1.32556572	1.00000000	5.00000000
V115	146	7	1.58219178	0.49489601	1.00000000	2.00000000
V116	149	4	4.27516779	0.71526843	1.00000000	5.00000000
V117	149	4	4.07382550	0.83903065	1.00000000	5.00000000
V118	149	4	4.24161074	0.78543332	1.00000000	5.00000000
V119	149	4	4.12751678	0.80780475	1.00000000	5.00000000
V120	149	4	4.35570470	0.80600638	1.00000000	5.00000000
V121	149	4	4.21476510	0.94842514	1.00000000	5.00000000
V122	149	4	4.05369128	1.07039545	1.00000000	5.00000000
V123	149	4	4.11333333	1.00024605	1.00000000	5.00000000
V124	150	3	3.86666667	1.20317280	1.00000000	5.00000000
V125	150	3	3.39473684	1.05578128	1.00000000	5.00000000
V126	152	1	2.69736842	1.04874238	1.00000000	5.00000000
V127	152	1	2.00657895	1.01965265	1.00000000	5.00000000
V128	152	1	2.57894737	1.12483297	1.00000000	5.00000000
V129	152	1	2.82894737	1.22218085	1.00000000	5.00000000
V130	152	1	3.41447368	1.04497586	1.00000000	5.00000000
V131	152	1	2.82236842	1.09243015	1.00000000	5.00000000
V132	152	1	2.48026316	1.20138107	1.00000000	5.00000000
V133	152	1	2.82894737	1.04707929	1.00000000	5.00000000
V134	152	1	3.43421053	1.00772547	1.00000000	5.00000000
V135	152	1	3.74342105	0.99333348	1.00000000	5.00000000
V136	152	1	3.83552632	1.00623275	1.00000000	5.00000000
V137	152	1	3.32894737	1.17239956	1.00000000	5.00000000
V138	152	1	2.05369128	0.96412147	1.00000000	5.00000000
V139	149	4	2.99328859	1.06857220	1.00000000	5.00000000
V140	149	4	3.39597315	0.92135910	1.00000000	5.00000000
V141	149	4	2.51006711	1.10047563	1.00000000	5.00000000
V142	149	4	2.61073826	0.85985078	1.00000000	5.00000000
V143	149	4	3.00671141	1.11195375	1.00000000	5.00000000
V144	149	4	3.47651707	0.97665488	1.00000000	5.00000000
V145	149	4	2.63333333	1.05179085	1.00000000	5.00000000
V146	150	3	3.59731544	1.03619341	1.00000000	5.00000000
V147	148	5	3.15540541	1.14709238	1.00000000	5.00000000



Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME--00						
V152	151	2	3.86092715	0.43266207	2.00000000	4.00000000
V153	145	6	1.43440276	0.49740707	1.00000000	2.00000000
V154	81	72	1.45679012	0.50123305	1.00000000	2.00000000
V155	44	109	2.54545455	1.04446594	1.00000000	5.00000000
V156	151	2	2.02119205	1.90117891	1.00000000	5.00000000
V157	147	6	9.35374150	2.50698400	2.00000000	14.00000000
V158	150	3	2.74000000	0.95839631	2.00000000	4.00000000
V159	150	3	3.97333333	0.23016384	2.00000000	4.00000000
V160	150	3	3.57333333	1.52977898	1.00000000	6.00000000
V161	149	4	4.69798650	0.80290602	2.00000000	6.00000000
V162	149	4	3.92617450	1.18603336	1.00000000	5.00000000
V163	150	3	1.35333333	0.7339401	1.00000000	4.00000000
V165	151	2	1.93377483	0.24950282	1.00000000	2.00000000
V166	148	5	3.00000000	1.01686460	1.00000000	4.00000000
V167	147	6	4.62585034	1.15397398	1.00000000	7.00000000
V168	150	3	3.06666667	1.05973700	1.00000000	6.00000000
V169	147	6	1.32653061	0.47054712	1.00000000	2.00000000
V170	148	5	2.08108108	0.31972594	1.00000000	3.00000000
V171	143	10	1.92307692	0.26740598	1.00000000	2.00000000
V172	148	5	5.77027027	1.53017092	1.00000000	10.00000000
RSN1	153	0	0.28104575	0.45098600	0.00000000	1.00000000
RSN2	153	0	0.73202614	0.44435844	0.00000000	1.00000000
RSN3	153	0	0.13071895	0.33819977	0.00000000	1.00000000
RSN4	153	0	0.12418301	0.33087328	0.00000000	1.00000000
RSN5	153	0	0.32679739	0.47058286	0.00000000	1.00000000
RSN6	153	0	0.09150327	0.28927034	0.00000000	1.00000000
RSN7	153	0	0.15686275	0.36486564	0.00000000	1.00000000
RSN8	153	0	0.01960784	0.13910372	0.00000000	1.00000000
RSN9	153	0	0.62745098	0.48507125	0.00000000	1.00000000
RSN10	153	0	0.03921569	0.19474521	0.00000000	1.00000000
RSN11	153	0	0.10457516	0.30701017	0.00000000	1.00000000
RSN12	153	0	0.18300654	0.38794174	0.00000000	1.00000000
V228	151	2	3.77483444	1.00778427	1.00000000	5.00000000
V229	150	3	3.76000000	0.87990237	1.00000000	5.00000000
V230	151	2	3.44370861	1.07477602	1.00000000	5.00000000
V231	151	2	4.07947020	0.78759701	1.00000000	5.00000000
V232	152	1	3.76215789	0.88202688	1.00000000	5.00000000
V235	152	1	3.31578947	1.05743068	1.00000000	5.00000000
V237	152	1	3.49342105	1.07344041	1.00000000	5.00000000
V239	151	2	3.59602649	1.02748111	1.00000000	5.00000000
V241	152	1	3.38157895	1.12134150	1.00000000	5.00000000
V242	152	1	3.32894737	1.04707929	1.00000000	5.00000000
V243	152	1	2.91447368	1.01605704	1.00000000	5.00000000
V267	149	4	3.42281879	1.00794954	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME-SA			
V1	184	0	3.95108696	0.96541218	1.00000000	5.00000000
V2	184	0	2.69021739	1.24431470	1.00000000	5.00000000
V3	184	0	2.74456522	1.02694455	1.00000000	5.00000000
V4	183	1	3.923349727	1.06112361	1.00000000	5.00000000
V5	184	0	2.72282609	1.18474855	1.00000000	5.00000000
V6	184	0	3.09239130	1.21338020	1.00000000	5.00000000
V7	184	0	2.49456522	1.08641528	1.00000000	5.00000000
V8	184	0	2.90760870	1.29190279	1.00000000	5.00000000
V9	184	0	2.95108696	1.17478002	1.00000000	5.00000000
V10	184	0	4.39673913	0.75399861	1.00000000	5.00000000
V11	184	0	3.64130435	1.04626864	1.00000000	5.00000000
V12	184	0	3.13586957	1.02323622	1.00000000	5.00000000
V13	184	0	3.17391304	1.19295469	1.00000000	5.00000000
V14	184	0	3.58695652	1.12256706	1.00000000	5.00000000
V15	184	0	3.33152174	1.11810039	1.00000000	5.00000000
V16	184	0	3.82608696	0.98744795	1.00000000	5.00000000
V17	184	0	3.64130435	1.08724871	1.00000000	5.00000000
V18	184	0	3.38043478	1.04899006	1.00000000	5.00000000
V19	184	0	3.44565217	1.19529250	1.00000000	5.00000000
V20	184	0	2.84239130	1.29823198	1.00000000	5.00000000
V21	182	2	3.14285714	1.21292695	1.00000000	5.00000000
V22	182	2	2.92857143	1.10266234	1.00000000	5.00000000
V23	182	2	2.29120879	1.23388157	1.00000000	5.00000000
V24	182	2	2.85714286	1.28373960	1.00000000	5.00000000
V25	182	2	3.79670330	0.90266035	1.00000000	5.00000000
V26	182	2	3.24725275	1.26550849	1.00000000	5.00000000
V27	182	2	2.93956044	1.25336049	1.00000000	5.00000000
V28	182	2	3.93956044	0.85506345	1.00000000	5.00000000
V29	182	2	2.42307692	1.06273669	1.00000000	5.00000000
V30	182	2	2.53846154	1.02787333	1.00000000	5.00000000
V31	182	2	3.31868132	1.26472866	1.00000000	5.00000000
V32	182	2	2.99450549	1.16816545	1.00000000	5.00000000
V33	182	2	3.63736264	1.00294025	1.00000000	5.00000000
V34	182	2	3.42857143	1.15765869	1.00000000	5.00000000
V35	184	0	3.11956522	1.11465539	1.00000000	5.00000000
V36	184	0	2.37500000	0.94413635	1.00000000	5.00000000
V37	184	0	3.50000000	1.02429504	1.00000000	5.00000000
V38	184	0	3.43478261	1.12404760	1.00000000	5.00000000
V39	184	0	3.31521739	1.07051234	1.00000000	5.00000000
V40	184	0	3.07065217	1.14061033	1.00000000	5.00000000
V41	184	0	3.75543478	0.95812478	1.00000000	5.00000000
V42	184	0	4.03804348	0.85804994	1.00000000	5.00000000
V43	183	1	3.70491803	1.06406223	1.00000000	5.00000000
V44	184	0	4.29891304	0.69565310	1.00000000	5.00000000
V45	184	0	2.49456522	0.99175443	1.00000000	5.00000000
V46	184	0	3.00600000	1.09144713	1.00000000	5.00000000
V47	184	0	3.28804348	1.15407024	1.00000000	5.00000000
V48	184	0	3.08695652	1.12742440	1.00000000	5.00000000
V49	183	1	3.86338798	0.97660744	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME-SA -----						
V50	184	0	3.16304348	1.18531243	1.00000000	5.00000000
V51	184	0	2.47282609	1.03981958	1.00000000	5.00000000
V52	184	0	3.34782609	1.17751969	1.00000000	5.00000000
V53	184	0	4.25543478	0.63156742	2.00000000	5.00000000
V54	184	0	4.10326087	0.72819127	1.00000000	5.00000000
V55	184	0	3.59782609	1.17403403	1.00000000	5.00000000
V56	184	0	3.2717391	1.14248347	1.00000000	5.00000000
V57	184	0	2.93478261	1.0947178	1.00000000	5.00000000
V58	183	1	3.80874317	0.92672770	1.00000000	5.00000000
V59	183	1	2.68852459	1.14653300	1.00000000	5.00000000
V60	184	0	2.79347826	1.13597933	1.00000000	5.00000000
V61	184	0	3.81521739	1.03416340	1.00000000	5.00000000
V62	184	0	3.97282609	0.85207599	1.00000000	5.00000000
V63	181	3	2.59116022	0.95958862	1.00000000	5.00000000
V64	180	4	2.92777778	1.13369202	1.00000000	5.00000000
V65	181	3	2.61325967	0.99701827	1.00000000	5.00000000
V66	181	3	3.54696133	1.05105986	1.00000000	5.00000000
V67	181	3	3.70718232	0.91736538	1.00000000	5.00000000
V68	180	4	3.58888889	0.87029751	1.00000000	5.00000000
V69	181	3	3.81767956	0.95737902	1.00000000	5.00000000
V70	181	3	3.37569061	1.02862648	1.00000000	5.00000000
V71	181	3	3.29281768	1.13890948	1.00000000	5.00000000
V72	181	3	4.34254144	0.57136499	2.00000000	5.00000000
V73	181	3	3.74033149	0.9637659	1.00000000	5.00000000
V74	181	3	3.52486188	1.09325742	1.00000000	5.00000000
V75	181	3	3.43093923	1.16520561	1.00000000	5.00000000
V76	181	3	3.59116022	1.01583533	1.00000000	5.00000000
V77	183	1	3.69398907	1.04003220	1.00000000	5.00000000
V78	183	1	3.50273224	0.99930920	1.00000000	5.00000000
V79	183	1	2.44262295	0.96972734	1.00000000	5.00000000
V80	183	1	4.31693989	0.58185704	2.00000000	5.00000000
V81	183	1	3.25683060	1.14096778	1.00000000	5.00000000
V82	183	1	2.39344262	0.95983095	1.00000000	5.00000000
V83	183	1	3.23497268	1.18343924	1.00000000	5.00000000
V84	183	1	2.95081967	1.16863162	1.00000000	5.00000000
V85	183	1	2.4076503	1.24609520	1.00000000	5.00000000
V86	183	1	3.97267760	0.99134548	1.00000000	5.00000000
V87	183	1	3.06557377	1.12712099	1.00000000	5.00000000
V88	183	1	3.33333333	1.13065834	1.00000000	5.00000000
V89	183	1	3.81420765	0.98249251	1.00000000	5.00000000
V90	182	2	4.07142857	0.91056242	1.00000000	5.00000000
V91	181	3	3.76795580	0.95526071	1.00000000	5.00000000
V92	181	3	3.28176796	1.13193501	1.00000000	5.00000000
V93	161	3	2.93922652	0.91387907	1.00000000	5.00000000
V94	181	3	3.40883978	1.03211180	1.00000000	5.00000000
V95	181	3	3.6850829	1.02228094	1.00000000	5.00000000
V96	181	3	3.28176796	1.16578499	1.00000000	5.00000000
V97	181	3	4.04419890	0.64827296	1.00000000	5.00000000
V98	181	3	3.14364641	1.01177839	1.00000000	5.00000000

Table B.2--cont Inued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITENAME=8A -----						
V99	181	3	3.44751381	1.07173634	1.00000000	5.00000000
V100	181	3	3.75690608	0.89846742	1.00000000	5.00000000
V101	181	3	3.00000000	1.12051575	1.00000000	5.00000000
V102	181	3	2.68508287	1.16201387	1.00000000	5.00000000
V103	181	3	3.69613260	0.80282153	1.00000000	5.00000000
V104	181	3	3.03867403	1.27525440	1.00000000	5.00000000
V105	184	0	2.44021739	1.27896473	1.00000000	5.00000000
V106	184	0	3.62500000	1.12867493	1.00000000	5.00000000
V107	181	3	2.85635359	0.98957116	1.00000000	5.00000000
V108	181	3	2.90607735	1.03656300	1.00000000	5.00000000
V109	181	3	2.65193370	1.09815963	1.00000000	5.00000000
V110	181	3	2.76795580	1.02267119	1.00000000	5.00000000
V111	183	7	3.49726776	1.26610208	1.00000000	5.00000000
V112	183	1	3.49726776	1.30457486	1.00000000	5.00000000
V113	183	1	3.61202186	1.16603383	1.00000000	5.00000000
V114	183	1	2.64480874	1.37463795	1.00000000	5.00000000
V115	183	1	1.58465945	0.49412570	1.00000000	2.00000000
V116	183	1	4.42622951	0.60562427	2.00000000	5.00000000
V117	183	1	4.14673913	0.73565719	2.00000000	5.00000000
V118	184	0	4.29891304	0.80490227	1.00000000	5.00000000
V119	184	0	4.26086957	0.80122263	1.00000000	5.00000000
V120	184	0	4.33879781	0.77153875	1.00000000	5.00000000
V121	183	1	4.42391304	0.85483285	1.00000000	5.00000000
V122	182	2	4.30219780	0.90541380	1.00000000	5.00000000
V123	184	0	4.34239130	0.82789267	2.00000000	5.00000000
V124	183	1	4.21311475	1.05530716	1.00000000	5.00000000
V125	183	1	3.21666667	1.12500776	1.00000000	5.00000000
V126	180	4	2.63128492	1.08011661	1.00000000	5.00000000
V127	179	5	2.10000000	1.01442115	1.00000000	5.00000000
V128	180	4	2.89268156	1.13804562	1.00000000	5.00000000
V129	179	5	2.66666667	1.26879805	1.00000000	5.00000000
V130	177	7	3.1460674	1.13591105	1.00000000	5.00000000
V131	178	6	3.08426966	1.05159338	1.00000000	5.00000000
V132	178	6	3.4049438	1.19527413	1.00000000	5.00000000
V133	178	6	2.91573034	1.09888478	1.00000000	5.00000000
V134	178	6	3.33146067	1.04541998	1.00000000	5.00000000
V135	178	6	3.30337079	1.19229631	1.00000000	5.00000000
V136	178	6	3.73595506	1.14632769	1.00000000	5.00000000
V137	178	6	3.32584270	1.13272115	1.00000000	5.00000000
V138	178	6	3.34636872	1.06138859	1.00000000	5.00000000
V139	179	5	3.04444444	1.15706343	1.00000000	5.00000000
V140	180	4	3.25555556	0.96949115	1.00000000	5.00000000
V141	180	4	2.42222222	1.05149830	1.00000000	5.00000000
V142	180	4	2.43888889	0.84670831	1.00000000	5.00000000
V143	180	4	2.91666667	1.19997672	1.00000000	5.00000000
V144	180	4	3.73743017	0.93814070	1.00000000	5.00000000
V145	179	5	2.67597765	1.06319083	1.00000000	5.00000000
V146	179	5	3.31284916	1.11294842	1.00000000	5.00000000
V147	179	5	3.35754190	1.15903223	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SA -----						
V152	183	1	3.60109290	0.69487836	1.00000000	4.00000000
V153	181	3	1.76243094	0.42677427	1.00000000	2.00000000
V154	43	141	1.83720930	0.37354368	1.00000000	2.00000000
V155	7	177	3.57142857	0.78679579	2.00000000	4.00000000
V156	182	2	2.46703297	1.84974569	1.00000000	5.00000000
V157	179	5	8.97206704	2.68460063	2.00000000	15.00000000
V158	182	2	2.47802198	0.90855993	1.00000000	4.00000000
V159	182	2	3.79670330	0.50125821	1.00000000	5.00000000
V160	182	2	3.76373626	1.20963137	1.00000000	6.00000000
V161	183	1	4.38797814	1.09808413	2.00000000	6.00000000
V162	183	1	3.73770492	1.28261802	1.00000000	5.00000000
V163	183	1	1.51366120	0.90902622	1.00000000	4.00000000
V165	183	1	1.93989071	0.23834131	1.00000000	2.00000000
V166	177	7	2.96045198	1.03001314	1.00000000	4.00000000
V167	176	8	4.61931818	1.31256416	1.00000000	7.00000000
V168	180	4	3.17777778	1.07877209	1.00000000	6.00000000
V169	180	4	1.30000000	0.45953584	1.00000000	2.00000000
V170	179	5	2.12290503	0.62394220	1.00000000	3.00000000
V171	179	5	1.36312849	0.48225039	1.00000000	2.00000000
V172	182	2	6.12637363	1.70162971	1.00000000	10.00000000
RSM1	184	0	0.27173913	0.44606993	0.00000000	1.00000000
RSM2	184	0	0.71195652	0.45408706	0.00000000	1.00000000
RSM3	184	0	0.22826087	0.42085681	0.00000000	1.00000000
RSM4	184	0	0.16847826	0.37531170	0.00000000	1.00000000
RSM5	184	0	0.36956522	0.48400405	0.00000000	1.00000000
RSM6	184	0	0.07608696	0.26586063	0.00000000	1.00000000
RSM7	184	0	0.17934783	0.38469008	0.00000000	1.00000000
RSM8	184	0	0.07065217	0.25694210	0.00000000	1.00000000
RSM9	184	0	0.55978261	0.49776765	0.00000000	1.00000000
RSM10	184	0	0.05978261	0.23773052	0.00000000	1.00000000
RSM11	184	0	0.05434783	0.22732132	0.00000000	1.00000000
RSM12	184	0	0.15217391	0.36016944	0.00000000	1.00000000
V228	184	0	3.69021739	1.00093506	1.00000000	5.00000000
V229	184	0	3.88586957	0.86398258	1.00000000	5.00000000
V230	184	0	3.40217391	1.05125252	1.00000000	5.00000000
V231	183	1	3.12568306	1.12930322	1.00000000	5.00000000
V232	181	3	3.52486188	0.99201849	1.00000000	5.00000000
V235	182	2	3.12637363	1.04085973	1.00000000	5.00000000
V237	182	2	3.38461538	1.02745978	1.00000000	5.00000000
V239	182	2	3.40109890	1.03454097	1.00000000	5.00000000
V241	182	2	3.36813187	1.14750550	1.00000000	5.00000000
V242	182	2	3.21428571	1.06330782	1.00000000	5.00000000
V243	182	2	3.17582418	0.95296463	1.00000000	5.00000000
V267	178	6	3.29213483	1.13199237	1.00000000	5.00000000

Table B.2--cont Inued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME=SM						
V1	181	2	3.81215470	1.00998696	1.00000000	5.00000000
V2	179	4	1.79888268	0.95623259	1.00000000	5.00000000
V3	180	3	2.96666667	1.05650420	1.00000000	5.00000000
V4	180	3	3.71666667	1.09989842	1.00000000	5.00000000
V5	181	2	2.92817680	1.17866756	1.00000000	5.00000000
V6	179	4	3.84916201	1.13901045	1.00000000	5.00000000
V7	177	6	3.14124294	1.17131658	1.00000000	5.00000000
V8	177	6	2.70621469	1.22642117	1.00000000	5.00000000
V9	177	6	2.32768362	0.99713895	1.00000000	5.00000000
V10	177	6	4.20338983	0.85505836	1.00000000	5.00000000
V11	177	6	3.62146893	0.95833194	1.00000000	5.00000000
V12	177	6	2.75141243	1.17517442	1.00000000	5.00000000
V13	177	6	3.65536723	1.11288273	1.00000000	5.00000000
V14	177	6	3.34463277	1.16769344	1.00000000	5.00000000
V15	177	6	3.23163842	1.21426845	1.00000000	5.00000000
V16	177	6	3.80790960	1.05385905	1.00000000	5.00000000
V17	177	6	3.54237288	1.22921863	1.00000000	5.00000000
V18	177	6	3.02259887	1.07637229	1.00000000	5.00000000
V19	177	6	3.44632768	1.17197413	1.00000000	5.00000000
V20	177	6	2.48587571	1.20655099	1.00000000	5.00000000
V21	181	2	3.09944751	1.20233556	1.00000000	5.00000000
V22	181	2	3.61325967	0.97447472	1.00000000	5.00000000
V23	181	2	3.32596685	1.13960996	1.00000000	5.00000000
V24	180	3	2.53333333	1.21167505	1.00000000	5.00000000
V25	180	3	3.78888889	0.96872253	1.00000000	5.00000000
V26	181	2	3.16574586	1.27590409	1.00000000	5.00000000
V27	180	3	2.65000000	1.15054032	1.00000000	5.00000000
V28	181	2	3.61878453	0.99078009	1.00000000	5.00000000
V29	180	3	1.84444444	0.89581412	1.00000000	5.00000000
V30	181	2	3.05524862	1.12409844	1.00000000	5.00000000
V31	181	2	3.50276243	1.11367415	1.00000000	5.00000000
V32	181	2	2.50276243	1.17673895	1.00000000	5.00000000
V33	181	2	3.33701657	1.26588131	1.00000000	5.00000000
V34	181	2	3.46408840	1.24948117	1.00000000	5.00000000
V35	180	3	2.79444444	1.14675750	1.00000000	5.00000000
V36	180	3	3.16666667	1.23496545	1.00000000	5.00000000
V37	180	3	3.00000000	1.17706196	1.00000000	5.00000000
V38	180	3	3.86666667	0.91785516	1.00000000	5.00000000
V39	180	3	3.35000000	1.02741744	1.00000000	5.00000000
V40	180	3	2.72777778	1.18571835	1.00000000	5.00000000
V41	180	3	3.32222222	1.04990319	1.00000000	5.00000000
V42	179	4	4.21787709	0.85624866	1.00000000	5.00000000
V43	180	3	3.61666667	1.07939048	1.00000000	5.00000000
V44	180	3	4.30000000	0.76150395	1.00000000	5.00000000
V45	180	3	2.54444444	1.05873447	1.00000000	5.00000000
V46	180	3	2.48888889	1.05961355	1.00000000	5.00000000
V47	180	3	3.19444444	1.27764283	1.00000000	5.00000000
V48	180	3	2.45555556	1.20669558	1.00000000	5.00000000
V49	181	2	3.88950276	0.92433176	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SM						
V50	181	2	3.08207293	1.04285108	1.00000000	5.00000000
V51	181	2	2.61325967	1.07736349	1.00000000	5.00000000
V52	181	2	3.71823204	1.12207604	1.00000000	5.00000000
V53	180	3	4.16111111	0.79918876	1.00000000	5.00000000
V54	180	3	3.68888889	1.02640496	1.00000000	5.00000000
V55	180	3	3.42222222	1.22340105	1.00000000	5.00000000
V56	180	3	3.45555556	0.98208661	1.00000000	5.00000000
V57	180	3	3.05555556	1.22233508	1.00000000	5.00000000
V58	180	3	3.50555556	1.08054002	1.00000000	5.00000000
V59	180	3	2.23888889	1.07466450	1.00000000	5.00000000
V60	179	4	2.34636872	1.15273280	1.00000000	5.00000000
V61	180	3	3.55000000	1.08969269	1.00000000	5.00000000
V62	180	3	3.91666667	0.92678938	1.00000000	5.00000000
V63	178	5	2.17415730	0.98463083	1.00000000	5.00000000
V64	178	5	3.55056180	1.04704304	1.00000000	5.00000000
V65	178	5	2.58988764	0.86704185	1.00000000	4.00000000
V66	178	5	3.32884270	1.14758682	1.00000000	5.00000000
V67	178	5	3.64044944	1.04189644	1.00000000	5.00000000
V68	178	5	3.53370787	0.94569424	1.00000000	5.00000000
V69	178	5	3.35955056	1.00140096	1.00000000	5.00000000
V70	178	5	2.73033708	1.01696396	1.00000000	5.00000000
V71	178	5	2.78098088	1.13110879	1.00000000	5.00000000
V72	178	5	4.15730337	0.77238901	1.00000000	5.00000000
V73	178	5	3.74719101	0.92554334	1.00000000	5.00000000
V74	178	5	3.53370787	1.16516712	1.00000000	5.00000000
V75	178	5	3.60674157	1.08819433	1.00000000	5.00000000
V76	178	5	3.32884270	1.13769795	1.00000000	5.00000000
V77	174	9	3.39080460	1.10549151	1.00000000	5.00000000
V78	174	9	3.01724138	1.13521732	1.00000000	5.00000000
V79	174	9	2.31609195	1.04691935	1.00000000	5.00000000
V80	174	9	4.25287356	0.84276439	1.00000000	5.00000000
V81	174	9	2.91379310	1.22050614	1.00000000	5.00000000
V82	174	9	2.06896552	0.90334130	1.00000000	5.00000000
V83	174	9	3.28160920	1.19052412	1.00000000	5.00000000
V84	174	9	3.82758621	1.03919596	1.00000000	5.00000000
V85	174	9	2.78735632	1.31933637	1.00000000	5.00000000
V86	174	9	3.61494253	1.17586802	1.00000000	5.00000000
V87	174	9	2.75862069	1.11184393	1.00000000	5.00000000
V88	174	9	3.00574713	1.12510565	1.00000000	5.00000000
V89	174	9	3.49425287	1.06844994	1.00000000	5.00000000
V90	174	9	3.78160920	1.05266288	1.00000000	5.00000000
V91	180	3	3.42222222	1.11843644	1.00000000	5.00000000
V92	180	3	3.38333333	1.13489595	1.00000000	5.00000000
V93	180	3	3.23888889	1.03223946	1.00000000	5.00000000
V94	180	3	3.51666667	1.08042512	1.00000000	5.00000000
V95	180	3	3.65555556	1.09643138	1.00000000	5.00000000
V96	180	3	3.48888889	1.16027780	1.00000000	5.00000000
V97	180	3	4.08888889	0.65407096	1.00000000	5.00000000
V98	180	3	3.19444444	1.03079522	1.00000000	5.00000000

Table B.2--cont Inued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SM -----						
V99	180	3	2.94444444	1.14199777	1.00000000	5.00000000
V100	181	2	3.50828729	1.04670760	1.00000000	5.00000000
V101	180	3	3.10000000	1.25114473	1.00000000	5.00000000
V102	180	3	2.66666667	1.21902975	1.00000000	5.00000000
V103	180	3	3.75555556	0.91310889	1.00000000	5.00000000
V104	180	3	3.19444444	1.36229031	1.00000000	5.00000000
V105	178	5	2.75842697	1.28575930	1.00000000	5.00000000
V106	179	4	3.44692737	1.17618172	1.00000000	5.00000000
V107	176	7	2.67613636	0.96374203	1.00000000	5.00000000
V108	175	8	2.69714286	0.99697408	1.00000000	5.00000000
V109	175	8	2.54857143	1.07569048	1.00000000	5.00000000
V110	174	9	2.69540230	1.02245404	1.00000000	5.00000000
V111	175	8	3.20000000	1.48168900	1.00000000	5.00000000
V112	175	8	3.22285714	1.44299451	1.00000000	5.00000000
V113	175	8	3.36000000	1.22682319	1.00000000	5.00000000
V114	175	8	2.64571429	1.41834104	1.00000000	5.00000000
V115	177	6	1.48022599	0.50102617	1.00000000	2.00000000
V116	177	6	4.23699422	0.71236274	1.00000000	5.00000000
V117	173	11	3.96511628	0.89766004	1.00000000	5.00000000
V118	172	12	4.23976608	0.82308455	1.00000000	5.00000000
V119	173	10	4.03468208	0.88196368	1.00000000	5.00000000
V120	173	10	4.46242775	0.79608702	1.00000000	5.00000000
V121	173	10	4.02890173	1.08063152	1.00000000	5.00000000
V122	173	10	3.87861272	1.17743036	1.00000000	5.00000000
V123	173	10	3.94797688	1.07976040	1.00000000	5.00000000
V124	173	10	3.59411765	1.34339083	1.00000000	5.00000000
V125	170	13	3.78571429	0.99901293	1.00000000	5.00000000
V126	182	1	2.40109890	1.00198637	1.00000000	5.00000000
V127	182	1	2.50549451	1.15985926	1.00000000	5.00000000
V128	182	1	2.72527473	1.08292559	1.00000000	5.00000000
V129	182	1	2.14285714	1.02533033	1.00000000	5.00000000
V130	182	1	2.92307692	1.13440197	1.00000000	5.00000000
V131	182	1	2.65573770	1.00359649	1.00000000	5.00000000
V132	183	0	2.92307692	1.20524424	1.00000000	5.00000000
V133	182	1	2.78021978	1.02781426	1.00000000	5.00000000
V134	182	1	3.07142857	1.05136436	1.00000000	5.00000000
V135	182	1	2.81767956	1.23599583	1.00000000	5.00000000
V136	181	2	3.93956044	1.10831903	1.00000000	5.00000000
V137	182	1	2.84615385	1.13627361	1.00000000	5.00000000
V138	182	1	1.73480663	0.92877075	1.00000000	5.00000000
V139	181	2	2.72928177	1.13952916	1.00000000	5.00000000
V140	181	2	3.02209945	1.06435062	1.00000000	5.00000000
V141	181	2	2.91160221	1.10701208	1.00000000	5.00000000
V142	181	2	2.55248619	0.89054098	1.00000000	5.00000000
V143	181	2	2.23204420	1.14565397	1.00000000	5.00000000
V144	181	2	3.23756906	1.04550471	1.00000000	5.00000000
V145	181	2	2.59116022	1.09480048	1.00000000	5.00000000
V146	181	2	3.54143646	1.01909335	1.00000000	5.00000000
V147	181	2	2.62430939	1.23929424	1.00000000	5.00000000
V148	181	2				
V149	181	2				
V150	181	2				



Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITENAME=SM						
V152	178	5	3.65168539	0.79690253	1.00000000	4.00000000
V153	173	10	1.27167630	0.44611510	1.00000000	2.00000000
V154	124	59	1.73387097	0.44372538	1.00000000	2.00000000
V155	34	149	3.94117647	1.22946592	1.00000000	6.00000000
V159	174	9	3.96551724	0.60724481	1.00000000	6.00000000
V160	177	6	3.67796610	1.46676063	1.00000000	6.00000000
V161	177	6	4.40677966	1.12944334	1.00000000	6.00000000
V162	176	7	3.61931818	1.21771289	1.00000000	6.00000000
V163	177	6	1.40112994	0.77062465	1.00000000	5.00000000
V165	174	9	1.95402299	0.21003969	1.00000000	2.00000000
V166	177	6	3.15819209	0.99877943	1.00000000	4.00000000
V167	175	8	4.23428571	1.23965671	1.00000000	7.00000000
V168	169	14	3.17159763	1.05227551	1.00000000	6.00000000
V169	170	13	1.33529412	0.47348785	1.00000000	2.00000000
V170	170	13	2.01176471	0.54380030	1.00000000	3.00000000
V171	159	24	1.88050314	0.32539713	1.00000000	2.00000000
V172	172	11	6.26744186	1.71967914	2.00000000	11.00000000
V173	174	9	3.19540230	1.17624936	1.00000000	5.00000000
V174	174	9	3.36781609	1.07105850	1.00000000	5.00000000
V175	177	6	3.07909605	1.27674269	1.00000000	5.00000000
RSM1	183	0	0.24043716	0.42852138	0.00000000	1.00000000
RSM2	183	0	0.68822459	0.46436712	0.00000000	1.00000000
RSM3	183	0	0.09289617	0.29108328	0.00000000	1.00000000
RSM4	183	0	0.08196721	0.27506734	0.00000000	1.00000000
RSM5	183	0	0.40437158	0.49211644	0.00000000	1.00000000
RSM6	183	0	0.12568306	0.33240127	0.00000000	1.00000000
RSM7	183	0	0.28415301	0.45224740	0.00000000	1.00000000
RSM8	183	0	0.03278689	0.17856692	0.00000000	1.00000000
RSM9	183	0	0.50273224	0.50136426	0.00000000	1.00000000
RSM10	183	0	0.07103825	0.25759350	0.00000000	1.00000000
RSM11	183	0	0.04918033	0.21683762	0.00000000	1.00000000
RSM12	183	0	0.14754098	0.35561735	0.00000000	1.00000000
V228	176	7	3.63636364	1.02183944	1.00000000	5.00000000
V229	176	7	3.48863636	1.01974023	1.00000000	5.00000000
V230	176	7	3.09659091	1.14482177	1.00000000	5.00000000
V231	176	7	4.04545455	0.88684469	1.00000000	5.00000000
V232	179	4	3.67039106	1.02648378	1.00000000	5.00000000
V233	179	4	3.25698324	1.14700090	1.00000000	5.00000000
V234	179	4	3.10614525	1.13420576	1.00000000	5.00000000
V235	178	5	3.14606742	1.02014247	1.00000000	5.00000000
V236	179	4	3.72067039	1.07586787	1.00000000	5.00000000
V237	179	4	3.52513966	1.10320491	1.00000000	5.00000000
V238	179	4	3.35195531	1.07271266	1.00000000	5.00000000
V239	179	4	3.34636872	1.07715068	1.00000000	5.00000000
V240	179	4	3.08938547	1.07726723	1.00000000	5.00000000
V241	179	4	3.05586592	1.16465103	1.00000000	5.00000000
V242	179	4	2.92178771	0.95076855	1.00000000	5.00000000
V243	179	4	2.95530726	0.98197936	1.00000000	5.00000000
V267	181	2	3.11602210	1.08669615	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SM -----						
V272	170	13	9.08823529	2.39782504	1.00000000	12.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=NR -----						
V1	97	2	4.13402062	0.71631095	1.00000000	5.00000000
V2	96	3	2.53125000	1.19607362	1.00000000	5.00000000
V3	98	1	2.85714286	1.11225600	1.00000000	5.00000000
V4	97	2	3.90721649	0.96913271	1.00000000	5.00000000
V5	97	2	2.91752577	1.12425997	1.00000000	5.00000000
V6	96	3	3.65625000	1.03443984	2.00000000	5.00000000
V7	98	1	2.41836735	1.01456882	1.00000000	5.00000000
V8	98	1	2.95918367	1.17463192	1.00000000	5.00000000
V9	98	1	2.88775510	1.15662728	1.00000000	5.00000000
V10	98	1	4.2489796	0.76064574	1.00000000	5.00000000
V11	98	1	3.73469388	0.94760708	1.00000000	5.00000000
V12	98	1	3.45918367	1.01705424	1.00000000	5.00000000
V13	98	1	3.12244898	1.18639457	1.00000000	5.00000000
V14	98	1	3.78571429	0.84034848	1.00000000	5.00000000
V15	98	1	3.37755102	1.10775436	1.00000000	5.00000000
V16	98	1	3.84633878	0.80401109	2.00000000	5.00000000
V17	98	1	3.76530612	0.87108204	1.00000000	5.00000000
V18	98	1	3.3673469	1.01477617	1.00000000	5.00000000
V19	98	1	3.68367347	0.99064635	1.00000000	5.00000000
V20	98	1	3.06122449	1.19117309	1.00000000	5.00000000
V21	98	1	3.59183673	0.93980405	1.00000000	5.00000000
V22	98	1	3.04081633	1.12073583	1.00000000	5.00000000
V23	98	1	3.51020408	0.97647481	1.00000000	5.00000000
V24	99	0	2.91919192	1.16651205	1.00000000	5.00000000
V25	99	0	3.77777778	0.87546554	1.00000000	5.00000000
V26	98	1	3.22448986	1.16238834	1.00000000	5.00000000
V27	98	1	2.73469388	1.11735162	1.00000000	5.00000000
V28	99	0	4.01010101	0.76258087	1.00000000	5.00000000
V29	99	0	2.41414141	1.05955421	1.00000000	5.00000000
V30	98	1	2.82653061	0.97415584	1.00000000	5.00000000
V31	99	0	3.62626263	1.05546062	1.00000000	5.00000000
V32	99	0	3.30303030	1.09222246	1.00000000	5.00000000
V33	99	0	3.62626263	0.97505477	1.00000000	5.00000000
V34	99	0	3.62626263	1.09344857	1.00000000	5.00000000
V35	96	3	3.27083333	1.11901429	1.00000000	5.00000000
V36	97	2	2.61855670	1.14966752	1.00000000	5.00000000
V37	97	2	3.25773196	1.02345769	1.00000000	5.00000000
V38	97	2	3.29896907	1.05242724	1.00000000	5.00000000
V39	97	2	3.46391753	0.95809985	1.00000000	5.00000000
V40	97	2	3.16494845	1.06732153	1.00000000	5.00000000
V41	97	2	3.43298969	1.00940594	1.00000000	5.00000000
V42	97	2	4.15463918	0.76838855	1.00000000	5.00000000
V43	97	2	3.47422680	1.11889811	1.00000000	5.00000000
V44	97	2	4.16494845	0.81240913	1.00000000	5.00000000
V45	97	2	2.50515464	0.92560466	1.00000000	5.00000000
V46	97	2	2.98969072	1.11331754	1.00000000	5.00000000
V47	96	3	3.31250000	1.07910782	1.00000000	5.00000000
V48	96	3	3.08333333	1.08255708	1.00000000	5.00000000
V49	99	0	3.83438384	0.82939701	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
V50	99	0	3.51515152	1.01381917	1.00000000	5.00000000
V51	99	0	2.44444444	1.00226501	1.00000000	5.00000000
V52	99	0	3.31313131	1.12164661	1.00000000	5.00000000
V53	98	1	4.20408163	0.49656934	3.00000000	5.00000000
V54	99	0	3.94949495	0.84965464	1.00000000	5.00000000
V55	99	0	3.65656566	1.06101238	1.00000000	5.00000000
V56	99	0	3.41414141	1.03025756	1.00000000	5.00000000
V57	99	0	2.93939394	1.15013914	1.00000000	5.00000000
V58	99	0	3.77777778	0.86373129	1.00000000	5.00000000
V59	99	0	2.78787879	1.15416484	1.00000000	5.00000000
V60	99	0	2.57575758	1.10740466	1.00000000	5.00000000
V61	98	1	3.69367755	0.99905278	1.00000000	5.00000000
V62	98	1	4.04081633	0.71678502	2.00000000	5.00000000
V63	97	2	2.46391753	0.95809985	1.00000000	5.00000000
V64	97	2	3.07216495	1.06308731	1.00000000	5.00000000
V65	96	3	2.66666667	0.95880042	1.00000000	4.00000000
V66	96	3	3.45833333	1.06540496	1.00000000	5.00000000
V67	97	2	3.75257732	0.81689106	1.00000000	5.00000000
V68	96	3	3.32291667	1.01041723	1.00000000	5.00000000
V69	96	3	3.70833333	0.92811826	1.00000000	5.00000000
V70	97	2	3.19587629	0.99623432	1.00000000	5.00000000
V71	97	2	3.41237113	1.00780886	1.00000000	5.00000000
V72	97	2	4.21649485	0.61621838	1.00000000	5.00000000
V73	97	2	3.75257732	0.79097682	1.00000000	5.00000000
V74	95	4	3.62105263	1.01246431	1.00000000	5.00000000
V75	96	3	3.79166667	0.90515095	1.00000000	5.00000000
V76	96	3	3.77083333	0.92314299	1.00000000	5.00000000
V77	95	4	3.66315789	0.99584804	1.00000000	5.00000000
V78	95	4	3.46315789	1.02946512	1.00000000	5.00000000
V79	95	4	2.45263158	0.88448111	1.00000000	5.00000000
V80	95	4	4.31578947	0.53122015	2.00000000	5.00000000
V81	95	4	3.41052632	0.99461034	1.00000000	5.00000000
V82	95	4	2.30526316	0.85145288	1.00000000	4.00000000
V83	95	4	3.40000000	1.09544512	1.00000000	5.00000000
V84	95	4	3.13684211	1.10713860	1.00000000	5.00000000
V85	95	4	1.93684211	0.80965617	1.00000000	4.00000000
V86	95	4	3.87368421	0.92531887	1.00000000	5.00000000
V87	95	4	3.16842105	1.02783217	1.00000000	5.00000000
V88	95	4	3.60000000	0.90389229	1.00000000	5.00000000
V89	95	4	3.95789474	0.78436571	1.00000000	5.00000000
V90	95	4	4.10526316	0.66000780	2.00000000	5.00000000
V91	99	0	3.74747475	0.92959761	1.00000000	5.00000000
V92	99	0	3.55555556	0.9499702	1.00000000	5.00000000
V93	99	0	2.97979798	0.94738952	1.00000000	5.00000000
V94	99	0	3.43434343	1.05135109	1.00000000	5.00000000
V95	99	0	3.59595960	0.95745402	1.00000000	5.00000000
V96	99	0	3.54545455	1.04268812	1.00000000	5.00000000
V97	99	0	3.91919192	0.66511880	1.00000000	5.00000000
V98	99	0	2.91919192	0.99669625	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-WR						
V99	99	0	3.21212121	1.03285544	1.00000000	5.00000000
V100	99	0	3.79797980	0.76904125	1.00000000	5.00000000
V101	99	0	3.15151515	1.08198265	1.00000000	5.00000000
V102	99	0	2.50505051	1.14618923	1.00000000	5.00000000
V103	99	0	3.88080809	0.68346191	2.00000000	5.00000000
V104	99	0	3.51515152	1.30433842	1.00000000	5.00000000
V105	98	1	2.19387755	0.99128328	1.00000000	5.00000000
V106	98	1	3.39795918	1.07204204	1.00000000	5.00000000
V107	97	2	2.84536082	0.78182754	1.00000000	4.00000000
V108	97	2	2.88659794	0.87650215	1.00000000	5.00000000
V109	96	3	2.68750000	0.97670229	1.00000000	4.00000000
V110	96	3	2.88541667	0.83186274	1.00000000	4.00000000
V111	97	2	3.35051546	1.21656310	1.00000000	5.00000000
V112	97	2	3.34020619	1.26562401	1.00000000	5.00000000
V113	97	2	3.49484536	1.15581601	1.00000000	5.00000000
V114	96	3	2.39583333	1.26889232	1.00000000	5.00000000
V115	96	3	1.64583333	0.48077058	1.00000000	2.00000000
V116	95	4	4.29473684	0.56254899	2.00000000	5.00000000
V117	96	3	4.00000000	0.72547625	2.00000000	5.00000000
V118	96	3	4.22916667	0.76059764	2.00000000	5.00000000
V119	96	3	4.16666667	0.79029197	1.00000000	5.00000000
V120	96	3	4.18750000	0.87434186	2.00000000	5.00000000
V121	96	3	4.35416667	0.87031956	1.00000000	5.00000000
V122	95	4	4.02105263	0.96732739	1.00000000	5.00000000
V123	97	2	4.19587629	0.94250525	1.00000000	5.00000000
V124	97	2	3.94680851	1.23015010	1.00000000	5.00000000
V125	97	2	3.11340206	1.05944452	1.00000000	5.00000000
V126	97	2	2.85567010	1.09914447	1.00000000	5.00000000
V127	97	2	1.96907216	0.75627387	1.00000000	4.00000000
V128	98	1	2.87755102	1.04797602	1.00000000	5.00000000
V129	96	3	2.52083333	1.05610174	1.00000000	5.00000000
V130	97	2	3.45360825	0.94671162	1.00000000	5.00000000
V131	98	1	3.06122449	1.13806063	1.00000000	5.00000000
V132	98	1	2.71428571	1.18408693	1.00000000	5.00000000
V133	97	2	2.97938144	1.15451452	1.00000000	5.00000000
V134	97	2	3.42268041	1.09767796	1.00000000	5.00000000
V135	97	2	3.74226804	0.96045075	1.00000000	5.00000000
V136	98	1	3.66326531	1.02488498	1.00000000	5.00000000
V137	97	2	3.36082474	1.11976157	1.00000000	5.00000000
V138	96	3	2.09375000	0.94119884	1.00000000	4.00000000
V139	97	2	3.04123711	1.13575898	1.00000000	5.00000000
V140	97	2	3.48453608	0.89108317	1.00000000	5.00000000
V141	97	2	2.26804124	0.94113699	1.00000000	5.00000000
V142	96	3	2.34375000	0.75153352	1.00000000	4.00000000
V143	97	2	2.81443299	1.13953478	1.00000000	5.00000000
V144	96	3	3.52073333	0.90587749	1.00000000	5.00000000
V145	96	3	2.79381443	1.04021376	1.00000000	5.00000000
V146	97	2	3.39175258	1.03638696	1.00000000	5.00000000
V147	96	3	2.92708333	1.10734193	1.00000000	5.00000000

Table B.2--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
V152	96	3	3.89503333	0.42250298	1.00000000	4.00000000
V153	94	5	1.71276596	0.45489785	1.00000000	2.00000000
V154	28	71	1.85714286	0.35634832	1.00000000	2.00000000
V155	4	95	2.00000000	1.15470054	1.00000000	3.00000000
V156	95	4	2.58947368	1.85939098	1.00000000	5.00000000
V157	87	12	9.52073563	2.64064422	5.00000000	14.00000000
V158	95	4	2.94736842	1.04544016	1.00000000	4.00000000
V159	96	3	3.86450333	0.40052049	2.00000000	4.00000000
V160	96	3	4.53125000	1.12346386	1.00000000	6.00000000
V161	96	3	4.97916667	0.92882684	2.00000000	6.00000000
V162	95	4	3.32631579	1.52596049	1.00000000	5.00000000
V163	94	5	1.22340426	0.58940931	1.00000000	4.00000000
V165	96	3	1.98950333	0.10206207	1.00000000	2.00000000
V166	96	3	3.14583333	1.03597568	1.00000000	4.00000000
V167	95	4	4.82105263	1.02083557	2.00000000	7.00000000
V168	94	5	3.39361702	1.01830647	2.00000000	6.00000000
V169	94	5	1.32978723	0.47265659	1.00000000	2.00000000
V170	97	2	1.68041237	0.51125645	1.00000000	3.00000000
V171	75	24	1.97333333	0.16219219	1.00000000	2.00000000
V172	96	3	5.47916667	1.88053277	2.00000000	11.00000000
RSM1	99	0	0.22222222	0.41785545	0.00000000	1.00000000
RSM2	99	0	0.73737374	0.44230054	0.00000000	1.00000000
RSM3	99	0	0.22222222	0.41785545	0.00000000	1.00000000
RSM4	99	0	0.08080808	0.7392713	0.00000000	1.00000000
RSM5	99	0	0.31313131	0.46612744	0.00000000	1.00000000
RSM6	99	0	0.11111111	0.31586903	0.00000000	1.00000000
RSM7	99	0	0.16161616	0.36997161	0.00000000	1.00000000
RSM8	99	0	0.09090909	0.28894280	0.00000000	1.00000000
RSM9	99	0	0.58585853	0.49507989	0.00000000	1.00000000
RSM10	99	0	0.01010101	0.10050378	0.00000000	1.00000000
RSM11	99	0	0.00000000	0.00000000	0.00000000	0.00000000
RSM12	99	0	0.23232323	0.42446323	0.00000000	1.00000000
V228	97	2	3.78350515	0.88065795	1.00000000	5.00000000
V229	96	3	3.79166667	0.80676960	1.00000000	5.00000000
V230	96	3	3.52083333	0.90587749	1.00000000	5.00000000
V231	96	3	3.70833333	0.92811826	1.00000000	5.00000000
V232	96	3	3.62500000	0.90901914	1.00000000	5.00000000
V233	95	4	3.10526316	1.09616046	1.00000000	5.00000000
V235	96	3	3.50000000	0.99472292	1.00000000	5.00000000
V237	96	3	3.34375000	1.07437252	1.00000000	5.00000000
V239	96	3	3.40625000	1.01128501	1.00000000	5.00000000
V241	96	3	3.21875000	0.97522280	1.00000000	5.00000000
V242	96	3	3.37500000	0.94311913	1.00000000	5.00000000
V243	96	3	3.37500000	0.94311913	1.00000000	5.00000000
V267	95	4	3.50526316	0.99865531	1.00000000	5.00000000

MEANS FOR SCALES, NONSUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=OC -----						
PM02	409	20	3.25305623	0.71646203	1.00000000	5.00000000
PM03B	408	21	3.43709150	0.88198956	1.00000000	5.00000000
PM04	415	14	2.98554217	0.93433338	1.00000000	5.00000000
PM05B	421	8	4.31037213	0.72026641	1.33333333	5.00000000
PM06	410	19	3.25894309	0.87632848	1.00000000	5.00000000
PM07	418	11	3.13755981	0.89525168	1.00000000	5.00000000
PM08	418	11	2.75358852	1.04928846	1.00000000	5.00000000
PM10	421	8	3.99049881	0.77837131	1.00000000	5.00000000
PM11	409	20	3.38712306	0.95048285	1.00000000	5.00000000
PM12	425	4	3.67176471	0.96575952	1.00000000	5.00000000
PM14	416	13	2.71935096	0.78949690	1.00000000	4.75000000
PM15	401	28	2.60307564	0.71756840	1.00000000	4.33333333
PM17	415	14	2.28915663	0.86014998	1.00000000	5.00000000
PM18D	407	22	2.41687142	0.74498743	1.00000000	4.44444444
PM19	413	16	2.92130751	1.09576911	1.00000000	5.00000000
PM21B	423	6	2.88810087	0.81104977	1.00000000	4.66666667
PM23	420	9	2.33928571	1.0686007	1.00000000	5.00000000
PM31B	416	13	2.96955128	0.92771240	1.00000000	5.00000000
PAYDETSM	423	6	2.93695823	1.17244899	1.00000000	5.00000000
UNIONSAT	405	24	2.52246914	0.71698891	1.00000000	4.20000000
ORGJMWOL	399	30	3.70813397	0.53376222	1.18181818	5.00000000
SUPVNUMT	408	21	3.04656853	0.89334019	1.00000000	4.85714286

----- SITE NAME=OO -----						
PM02	384	18	3.25976553	0.69903118	1.00000000	5.00000000
PM03B	387	15	3.42980189	0.85162761	1.00000000	5.00000000
PM04	395	7	3.02405063	0.86752100	1.00000000	5.00000000
PM05B	392	40	4.19897959	0.70566182	2.00000000	5.00000000
PM06	383	19	3.26805918	0.86490177	1.00000000	5.00000000
PM07	391	11	3.21739130	0.89320331	1.00000000	5.00000000
PM08	389	13	2.86760925	1.03785549	1.00000000	5.00000000
PM10	392	10	3.98979592	0.73344331	1.00000000	5.00000000
PM11	388	14	3.30756014	0.95215434	1.00000000	5.00000000
PM12	397	5	2.46473552	1.01753105	1.00000000	5.00000000
PM14	392	10	2.74234694	0.78035673	1.00000000	4.75000000
PM15	376	26	2.61391844	0.69235710	1.00000000	4.50000000
PM17	388	14	2.27061856	0.84156408	1.00000000	5.00000000
PM18D	374	28	2.47326203	0.70629518	1.00000000	4.44444444
PM19	389	13	2.79820051	1.02029501	1.00000000	5.00000000
PM21B	398	4	2.93718593	0.74832902	1.00000000	4.66666667
PM23	398	4	2.40326633	1.07000053	1.00000000	5.00000000
PM31B	391	11	3.0682012	0.86788808	1.00000000	5.00000000
PAYDETSM	394	8	2.97800338	1.10851490	1.00000000	5.00000000
UNIONSAT	382	20	2.67434555	0.69336675	1.00000000	5.00000000
ORGJMWOL	370	32	3.64520885	0.51635652	1.77272727	5.00000000
SUPVNUMT	388	14	3.12076583	0.86494303	1.00000000	5.00000000

Table B.3--cont Inued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
SITE NAME-SA						
PM02	340	14	3.23014706	0.79439128	1.00000000	5.00000000
PM03B	345	9	3.63961353	0.91670675	1.00000000	5.00000000
PM04	350	4	3.18714286	0.94321912	1.00000000	5.00000000
PM05B	351	3	4.30389364	0.73468732	1.00000000	5.00000000
PM06	337	17	3.22057369	0.92946267	1.00000000	5.00000000
PM07	345	9	3.25144928	0.93269003	1.00000000	5.00000000
PM08	344	10	2.62209302	1.06065618	1.00000000	5.00000000
PM10	350	4	4.16714286	0.74647624	1.25000000	5.00000000
PM11	342	12	3.52144250	0.85052354	1.00000000	5.00000000
PM12	350	4	3.73857143	1.03357571	1.00000000	5.00000000
PM14	342	12	2.71345029	0.79986826	1.00000000	4.75000000
PM15	337	17	2.72898121	0.75279957	1.00000000	4.66666667
PM17	340	14	2.64705882	1.01775834	1.00000000	5.00000000
PM18D	332	22	2.67670683	0.81300113	1.00000000	4.88888889
PM19	343	11	2.99708455	1.08011950	1.00000000	5.00000000
PM21B	353	1	2.90934844	0.86308488	1.00000000	5.00000000
PM23	351	3	2.64672365	1.20735098	1.00000000	5.00000000
PM31B	346	8	3.12524085	0.98868902	1.00000000	5.00000000
PAYDETRM	346	8	3.32369942	1.16355153	1.00000000	5.00000000
UNIONSAT	341	13	2.73665689	0.81844866	1.00000000	4.80000000
ORGINVOL	330	24	3.87024793	0.48873246	1.27272727	5.00000000
SUPVMUNT	346	8	3.08835673	0.90800253	1.00000000	5.00000000
SITE NAME-WR						
PM02	272	8	3.18750000	0.70596431	1.00000000	4.75000000
PM03B	270	10	3.24320988	0.93825551	1.00000000	5.00000000
PM04	273	7	2.80952381	0.97693104	1.00000000	5.00000000
PM05B	278	2	4.37769784	0.7052871	1.00000000	5.00000000
PM06	273	7	3.24053724	0.833291	1.33333333	5.00000000
PM07	272	8	3.10753676	0.928321	1.00000000	5.00000000
PM08	272	8	2.66176471	1.000701	1.00000000	5.00000000
PM10	277	3	4.00902527	0.834822	1.00000000	5.00000000
PM11	269	11	3.20693928	0.94748585	1.00000000	5.00000000
PM12	278	2	3.45683453	1.03019751	1.00000000	5.00000000
PM14	274	6	2.69616788	0.76230679	1.00000000	5.00000000
PM15	266	14	2.53446115	0.65649695	1.00000000	4.16666667
PM17	274	6	2.23540146	0.87196172	1.00000000	4.50000000
PM18D	262	18	2.25402884	0.74797017	1.00000000	4.44444444
PM19	273	7	2.56959707	1.11007693	1.00000000	5.00000000
PM21B	279	1	2.88649940	0.74284553	1.00000000	4.66666667
PM23	272	8	2.11764706	1.06821798	1.00000000	5.00000000
PM31B	272	8	2.90686275	0.91517316	1.00000000	4.66666667
PAYDETRM	274	6	2.80656914	1.22428512	1.00000000	5.00000000
UNIONSAT	262	18	2.61297710	0.80247672	1.00000000	5.00000000
ORGINVOL	265	15	3.74305317	0.49058297	1.72727273	4.90909091
SUPVMUNT	268	12	3.02611940	0.89620488	1.00000000	5.00000000



Table B.3--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
			SITENAME=SM			
PM02	1169	66	2.93605646	0.83200776	1.00000000	5.00000000
PM03B	1215	20	3.22085048	0.94801961	1.00000000	5.00000000
PM04	1215	20	2.47736626	0.98448741	1.00000000	5.00000000
PM05B	1214	21	4.15293795	0.81185233	1.00000000	5.00000000
PM06	1171	64	2.91873043	0.94261475	1.00000000	5.00000000
PM07	1197	38	2.93525480	0.95983609	1.00000000	5.00000000
PM08	1198	37	3.11602671	1.08065402	1.00000000	5.00000000
PM10	1210	25	3.94090909	0.84329448	1.00000000	5.00000000
PM11	1200	35	2.98472222	1.04253346	1.00000000	5.00000000
PM12	1225	10	3.23755102	1.08573364	1.00000000	5.00000000
PM14	1202	33	2.58028286	0.81277155	1.00000000	5.00000000
PM15	1171	64	2.25462568	0.69011209	1.00000000	4.16666667
PM17	1197	38	2.05472013	0.87187849	1.00000000	5.00000000
PM18D	1167	68	2.04827192	0.67450396	1.00000000	4.11111111
PM19	1183	52	2.40448014	1.07332928	1.00000000	5.00000000
PM21B	1216	19	2.70422149	0.83573399	1.00000000	5.00000000
PM23	1214	11	1.85089869	0.91482700	1.00000000	5.00000000
PM31B	1215	20	2.61289438	0.97236113	1.00000000	5.00000000
PAYDETSM	1207	28	2.73211820	1.26687845	1.00000000	5.00000000
UNIONBAT	1198	37	2.24691152	0.85106625	1.00000000	5.00000000
ORIGINVOL	1155	80	3.58488784	0.63711542	1.00000000	5.00000000
SUPVNMNT	1201	34	2.76436303	0.93384421	1.00000000	5.00000000

Table B.4  
MEANS FOR SCALES, SUPERVISORS

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME-OC -----						
PM02	167	10	3.54640719	0.78465265	1.25000000	5.00000000
PM03B	171	6	3.69705575	0.75861196	1.00000000	5.00000000
PM04	176	1	2.90340909	0.97499584	1.00000000	5.00000000
PM05B	175	2	4.24571429	0.62015415	2.66666667	5.00000000
PM06	166	11	3.62550201	0.85012115	1.00000000	5.00000000
PM07	173	4	3.68063584	0.74822515	1.00000000	5.00000000
PM08	170	7	2.37647059	1.09438016	1.00000000	5.00000000
PM10	174	3	4.21120690	0.68235671	1.00000000	5.00000000
PM11	173	4	3.97687861	0.70763994	1.33333333	5.00000000
PM12	173	4	3.86994220	0.94106477	1.00000000	5.00000000
PM14	169	8	3.22189349	0.75712486	1.25000000	5.00000000
PM15	165	12	2.94747475	0.78687705	1.16666667	5.00000000
PM17	170	7	2.49705882	0.87112975	1.00000000	5.00000000
PM18D	166	11	2.86546185	0.76108201	1.00000000	5.00000000
PM19	171	6	3.22807018	1.06717126	1.00000000	5.00000000
PM21B	176	1	3.72916667	0.68024855	1.00000000	5.00000000
PM23	177	0	3.03954802	1.10196922	1.00000000	5.00000000
PM26	174	3	2.77298851	0.77359997	1.00000000	5.00000000
PM27	176	1	2.67613636	0.81998179	1.00000000	5.00000000
CLASSSAT	173	4	2.82080925	0.74116928	1.20000000	5.00000000
PM30	174	3	2.92169540	0.73643307	1.12500000	5.00000000
PM31B	173	4	3.42581888	0.85841408	1.00000000	5.00000000
PAYDETRM	172	5	3.37015504	1.16056639	1.00000000	5.00000000
UNIONSAT	168	9	2.64166667	0.78270349	1.00000000	5.00000000
ORGINVOL	163	14	4.05856107	0.47439069	2.27272727	5.00000000
SUPVNMNT	173	4	3.49958712	0.84664449	1.14285714	5.00000000

Table B.4--cont Inued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME--OO -----						
PM02	148	5	3.67060811	0.77043430	1.00000000	5.00000000
PM03B	150	3	3.72666667	0.88239894	1.00000000	5.00000000
PM04	150	3	2.82666667	0.95183797	1.00000000	5.00000000
PM05B	149	4	4.12527964	0.81877051	1.66666667	5.00000000
PM06	148	5	3.62612613	0.84730278	1.00000000	5.00000000
PM07	152	1	3.67927632	0.70147536	1.00000000	5.00000000
PM08	149	4	2.36912752	0.98020264	1.00000000	5.00000000
PM10	149	4	4.19966443	0.73117123	1.00000000	5.00000000
PM11	149	4	3.93512304	0.75005290	1.00000000	5.00000000
PM12	152	1	3.87500000	0.88071690	1.00000000	5.00000000
PM14	150	3	3.31666667	0.76941682	1.00000000	5.00000000
PM15	147	6	2.94104308	0.77287607	1.00000000	4.66666667
PM17	149	4	2.32214765	0.86029895	1.00000000	5.00000000
PM18D	146	7	2.88127854	0.71338925	1.11111111	4.77777778
PM19	150	3	3.14333333	1.03355883	1.00000000	5.00000000
PM21B	150	3	3.58888889	0.78806976	1.00000000	5.00000000
PM23	151	2	3.05960265	1.05345013	1.00000000	5.00000000
PM26	149	4	2.84899329	0.70580292	1.00000000	4.75000000
PM27	148	5	2.75675676	0.81490471	1.00000000	5.00000000
CLASSAT	146	7	2.81506849	0.70391442	1.00000000	5.00000000
PM30	149	4	2.97231544	0.66855747	1.00000000	4.87500000
PM31B	152	1	3.46710526	0.86060015	1.66666667	5.00000000
PAYDETREN	147	6	3.30385488	1.18007634	1.00000000	5.00000000
UNIFORMSAT	146	7	2.47534247	0.88142218	1.00000000	5.00000000
ORIGINVOL	147	6	4.06122449	0.51702185	1.90909091	5.00000000
SUPVMENT	147	6	3.54324587	0.82076072	1.00000000	5.00000000

Table B.4--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=SA -----						
PM02	180	4	3.55694444	0.75525651	1.25000000	5.00000000
PM03B	181	3	3.76979742	0.76120195	1.33333333	5.00000000
PM04	179	5	3.21787709	0.92712796	1.00000000	5.00000000
PM05B	182	2	4.33333333	0.66204661	2.00000000	5.00000000
PM06	180	4	3.48981481	0.86972028	1.33333333	5.00000000
PM07	180	4	3.6527770	0.80551689	1.25000000	5.00000000
PM08	183	1	2.43169399	1.03349449	1.00000000	5.00000000
PM10	184	0	4.28260870	0.69514062	1.25000000	5.00000000
PM11	180	4	3.89444444	0.76910793	1.33333333	5.00000000
PM12	183	1	3.95628415	0.73622990	1.00000000	5.00000000
PM14	177	7	3.19067797	0.67631235	1.75000000	5.00000000
PM15	180	4	2.93888889	0.76485901	1.00000000	4.50000000
PM17	183	1	2.61475410	0.89439698	1.00000000	5.00000000
PM18D	177	7	2.89704959	0.72706444	1.22222222	4.77777778
PM19	183	1	3.08469945	1.08925107	1.00000000	5.00000000
PM21B	181	3	3.61510129	0.75017221	1.00000000	5.00000000
PM23	182	2	2.89835165	1.13791878	1.00000000	5.00000000
PM26	176	8	2.88778409	0.74054511	1.00000000	4.75000000
PM27	174	10	2.83189655	0.83378957	1.00000000	5.00000000
CLASSSAT	173	11	3.01618497	0.70163713	1.20000000	4.60000000
PM30	175	9	3.00357143	0.68863263	1.00000000	4.75000000
PM31B	181	3	3.38489871	0.81334112	1.00000000	5.00000000
PAYDETBM	183	1	3.53551913	1.12840778	1.00000000	5.00000000
UNIONSAT	181	3	2.73591160	0.78562281	1.00000000	4.60000000
ORIGINVOL	177	7	4.07395994	0.44233854	2.81818182	5.00000000
SUPVINT	182	2	3.39874411	0.85438031	1.00000000	5.00000000

Table B.4--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME = SM -----						
PM02	168	15	3.27678571	0.83658654	1.00000000	4.75000000
PM03B	178	5	3.64981273	0.82891293	1.00000000	5.00000000
PM04	178	5	2.56460674	0.86032126	1.00000000	4.50000000
PM05B	173	10	3.95183044	0.90340559	1.00000000	5.00000000
PM06	168	15	3.40575397	0.83694624	1.00000000	5.00000000
PM07	175	8	3.47000000	0.82491727	1.00000000	5.00000000
PM08	173	10	2.76300578	1.08714272	1.00000000	5.00000000
PM10	171	12	4.17982456	0.72824485	1.00000000	5.00000000
PM11	174	9	3.58620690	1.01998718	1.00000000	5.00000000
PM12	180	3	3.59722222	0.97036712	1.00000000	5.00000000
PM14	177	6	3.23446328	0.77108533	1.00000000	5.00000000
PM15	166	17	2.50602410	0.68211682	1.00000000	4.50000000
PM17	173	10	2.33815029	0.94613107	1.00000000	5.00000000
PM18D	170	13	2.40718954	0.65905629	1.00000000	4.44444444
PM19	169	14	2.83431953	1.14007348	1.00000000	5.00000000
PM21B	178	5	3.43071161	0.87971097	1.00000000	5.00000000
PM23	180	3	2.59166667	1.01314682	1.00000000	5.00000000
PM26	181	2	2.65193370	0.72388544	1.00000000	4.50000000
PM27	181	2	2.18508287	0.82006004	1.00000000	4.50000000
CLASSSAT	178	5	2.69550562	0.73097877	1.20000000	4.80000000
PM30	181	2	2.66574586	0.70782874	1.00000000	4.50000000
PM31B	179	4	3.19925512	0.89632315	1.00000000	5.00000000
PAYDETSM	175	8	3.26095238	1.29685457	1.00000000	5.00000000
UNIONSAT	173	10	2.64046243	0.84549684	1.00000000	4.80000000
ORGINVOL	165	18	4.03471074	0.61020621	1.00000000	5.00000000
SUPVNMNT	176	7	3.35551948	0.87344880	1.00000000	5.00000000

Table B.4--continued

VARIABLE	N	N MISSING	MEAN	STANDARD DEVIATION	MINIMUM VALUE	MAXIMUM VALUE
----- SITE NAME=WR -----						
PH02	92	7	3.65489130	0.64070101	1.75000000	5.00000000
PH03B	96	3	3.67361111	0.72705312	1.33333333	5.00000000
PH04	96	3	3.10416667	0.89418197	1.00000000	5.00000000
PH05B	95	4	4.19298246	0.76658795	1.66666667	5.00000000
PH06	91	8	3.76739927	0.69294466	1.33333333	5.00000000
PH07	97	2	3.70360825	0.62534355	2.00000000	4.75000000
PH08	95	4	2.04736842	0.75467932	1.00000000	4.50000000
PH10	96	3	4.14583333	0.68983853	2.00000000	5.00000000
PH11	95	4	3.88421053	0.68376724	1.33333333	5.00000000
PH12	99	0	3.86363636	0.77201757	1.00000000	5.00000000
PH14	95	4	3.17368421	0.78556939	1.25000000	4.75000000
PH15	91	8	3.08608059	0.67830701	1.16666667	4.66666667
PH17	95	4	2.53157895	0.85927520	1.00000000	4.50000000
PH18D	92	7	2.83091787	0.69094542	1.11111111	4.22222222
PH19	94	5	3.17553191	0.9921326	1.00000000	5.00000000
PH21B	96	3	3.67013889	0.70336666	1.33333333	5.00000000
PH23	98	1	2.83673469	1.00712797	1.00000000	5.00000000
PH26	96	3	2.94791667	0.67562512	1.25000000	4.75000000
PH27	94	5	2.59042553	0.78618025	1.00000000	4.50000000
CLASSSAT	96	3	3.13125000	0.73974569	1.40000000	4.80000000
PH30	95	4	3.06315789	0.69258844	1.50000000	4.87500000
PH31B	96	3	3.53819444	0.75605902	1.33333333	5.00000000
PAYDISTRM	97	2	3.39518900	1.11006537	1.00000000	5.00000000
UNIONSAT	93	6	2.75913978	0.68433347	1.00000000	4.00000000
ORIGINVOL	91	8	4.06893107	0.42083931	2.72727273	5.00000000
SUPVNUMT	96	3	3.62351190	0.70812980	1.57142857	5.00000000

Table B.5  
REGRESSION RESULTS FOR VARIABLES, ALL EMPLOYEES

MODEL	MODEL01	SSE	7613.185	F RATIO	6.96
DEP VAR.	VI	DPE	7028	PROB>F	0.0001
		MSE	1.083265	R-SQUARE	0.0166
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.786074	0.113553	33.3418	0.0001
FOLPRACT	1	-0.195748	0.050833	-3.8508	0.0001
FOLUP1	1	0.0002365272	0.032090	0.0074	0.9941
SACTO	1	-0.020366	0.036803	-0.5534	0.5800
SUPER	1	0.135845	0.034601	3.9261	0.0001
VI52	1	-0.00485016	0.017456	-0.2778	0.7811
VI56W	1	-0.021578	0.029113	-0.7213	0.4707
VI57C	1	-0.018940	0.023430	-0.8084	0.4189
VI59A	1	0.017849	0.035809	0.4965	0.6182
VI60	1	0.017052	0.008914721	1.9127	0.0558
VI61	1	0.009800946	0.014951	0.6556	0.5121
VI65	1	-0.088381	0.036153	-2.4446	0.0145
VI68	1	-0.0096313	0.011952	-0.8058	0.4204
VI69	1	-0.010504	0.029876	-0.3516	0.7251
VI72	1	-0.019071	0.008253409	-2.3107	0.0209
WMS	1	0.017686	0.036217	0.4883	0.6253
BLK	1	0.007277899	0.037878	0.1921	0.8476
OTH	1	-0.144338	0.056051	-2.5751	0.0100

Table B.5--continued

MODEL	MODEL01	DF	PARAMETER ESTIMATE	STANDARD ERROR	F RATIO PROB>F R-SQUARE	32.66 0.0001 0.0732
DEP VAR: V2						
VARIABLE		DF			T RATIO PROB> T	VARIABLE LABEL
INTERCEPT		1	2.409271	0.126355	19.0676	0.0001
FOLPRACT		1	-0.288084	0.056563	-5.0932	0.0001
FOLUP1		1	0.028889	0.035707	0.8091	0.4185
SACTO		1	-0.214300	0.040952	-5.2329	0.0001
SUPER		1	0.202119	0.038502	5.2496	0.0001
V153		1	-0.106061	0.019424	-5.4603	0.0001
V156W		1	0.158851	0.033286	4.7771	0.0001
V157C		1	0.067774	0.026071	2.5996	0.0094
V159A		1	-0.145877	0.039845	-3.6611	0.0003
V160		1	-0.0062004	0.009919702	-0.6976	0.4854
V161		1	0.037157	0.016636	2.2335	0.0255
V165		1	0.063439	0.040228	1.5770	0.1149
V168		1	0.050089	0.013299	3.7662	0.0002
V169		1	-0.041952	0.033244	-1.2620	0.2070
V172		1	-0.045973	0.009183838	-5.0059	0.0001
WHS		1	0.211010	0.040300	5.2360	0.0001
BLK		1	0.026432	0.042148	0.6271	0.5306
OTH		1	0.121757	0.062370	1.9522	0.0510



Table B.5--continued

MODEL:	MODEL:01	SSE	7381.113	F RATIO	9.10
DEP VAR: V3		DFE	7028	PROB>F	0.0001
		MSE	1.050244	R-SQUARE	0.0215
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.490388	0.111809	31.2174	0.0001
FOLPRACT	1	-0.048883	0.050052	-0.9767	0.3288
POLUP1	1	0.030996	0.031597	0.9810	0.3266
SACTO	1	-0.142200	0.036238	-3.9241	0.0001
SUPER	1	-0.183773	0.034070	-5.3941	0.0001
V152	1	0.025335	0.017188	1.4740	0.1405
V156W	1	-0.026017	0.029454	-0.8833	0.3771
V157C	1	-0.056829	0.023070	-2.4633	0.0138
V159A	1	0.040099	0.035259	1.1373	0.2555
V160	1	0.015076	0.00877796	1.7176	0.0859
V161	1	0.012476	0.014721	0.8475	0.3968
V165	1	-0.103079	0.035598	-2.8957	0.0038
V168	1	-0.037612	0.011769	-3.1960	0.0014
V169	1	-0.054541	0.029417	-1.8541	0.0638
V172	1	0.010899	0.008126641	1.3412	0.1799
WHIS	1	-0.196829	0.035661	-5.5195	0.0001
BLK	1	-0.200532	0.037296	-5.3767	0.0001
OTH	1	-0.156359	0.055190	-2.8331	0.0046

Table B.5--continued

MODEL:	MODEL01	SSE	10032.08	F RATIO	29.59	
DEP VAR: V4		DFE	7028	PROB>F	0.0001	
		MSE	1.427445	R-SQUARE	0.0660	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.541727	0.130350	27.1708	0.0001	
FOLPRACT	1	-0.047212	0.050352	-0.8091	0.4185	
FOLUP1	1	0.045179	0.036836	1.2265	0.2201	
SACTO	1	-0.168807	0.042247	-3.9957	0.0001	
SUPER	1	0.533485	0.039719	13.4314	0.0001	
V152	1	-0.082546	0.020038	-4.1194	0.0001	
V156W	1	0.147558	0.034338	4.2972	0.0001	
V157C	1	0.080046	0.026896	2.9762	0.0029	
V159A	1	-0.040714	0.041105	-0.9905	0.3220	
V160	1	-0.011886	0.010233	-1.1615	0.2455	
V161	1	0.062820566	0.017162	0.1643	0.8695	
V165	1	0.019146	0.041501	0.4614	0.6446	
V168	1	0.048795	0.013720	3.5565	0.0004	
V169	1	-0.085363	0.034295	-2.4891	0.0128	
V172	1	-0.029975	0.009474268	-3.1639	0.0016	
WHS	1	0.00362358	0.041574	0.0872	0.9305	
BLK	1	-0.089774	0.043481	-2.0647	0.0390	
OTH	1	-0.235683	0.064342	-3.6630	0.0003	

Table B.5---continued

MODEL:	MODEL01	SEE	8775.45	F RATIO	33.04
DEP VAR: VS		DFT	7028	PROB>F	0.0001
		MSE	1.248641	R-SQUARE	0.0740
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.480219	0.121913	20.3441	0.0001
FOLPBLCT	1	0.072315	0.054575	1.3251	0.1852
FOLUP1	1	-0.048488	0.034452	-1.4074	0.1594
SACTO	1	-0.263994	0.039513	-6.6813	0.0001
SUPER	1	0.443840	0.037148	11.9476	0.0001
V152	1	-0.059090	0.016741	-3.1529	0.0016
V156W	1	0.238848	0.032116	7.4371	0.0001
V157C	1	0.067417	0.025155	2.6801	0.0074
V159A	1	-0.163769	0.038445	-4.2598	0.0001
V160	1	-0.00230289	0.009571043	-0.2406	0.8099
V161	1	0.025058	0.016051	1.5611	0.1185
V165	1	0.037604	0.038815	0.9688	0.3327
V168	1	0.041050	0.012832	3.1990	0.0014
V169	1	-0.043758	0.032075	-1.3642	0.1725
V172	1	-0.043790	0.008861044	-4.9419	0.0001
WH8	1	0.143727	0.038883	3.6964	0.0002
BLK	1	-0.063737	0.040667	-1.5673	0.1171
OTH	1	0.091401	0.060178	1.5189	0.1288

Table B.5--continued

MODEL:	MODEL01	SSE	10443.36	F RATIO	13.01	
DEP VAR:	V6	DFT	7028	PROB>F	0.0001	
		MSE	1.485965	R-SQUARE	0.0305	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.472808	0.132995	26.1122	0.0001	
FOLPRACT	1	0.192271	0.059536	3.2295	0.0012	
FOLUP1	1	0.108406	0.037584	2.8844	0.0039	
BA/TO	1	0.096766	0.043104	2.2449	0.0248	
SUPER	1	0.081924	0.040525	2.0216	0.0433	
V152	1	0.050560	0.020445	2.8643	0.0042	
V156W	1	-0.071690	0.035035	-2.0462	0.0408	
V157C	1	-0.046169	0.027441	-1.6825	0.0925	
V159A	1	0.086342	0.041940	2.0587	0.0396	
V160	1	-0.014746	0.010441	-1.4123	0.1579	
V161	0	0.007520164	0.017510	0.4299	0.6673	
V165	1	-0.054760	0.042343	-1.2932	0.1960	
V168	1	-0.042177	0.013998	-3.0129	0.0026	
V169	1	-0.043367	0.034991	-1.2394	0.2152	
V172	1	0.024540	0.00966523	2.5387	0.0111	
WHS	1	-0.239277	0.042418	-5.6410	0.0001	
BLK	1	-0.319661	0.044363	-7.2055	0.0001	
CTH	1	-0.171896	0.065648	-2.6184	0.0089	

Table B.5--continued

MODEL:	MODEL01	SSE	7254.055	F RATIO	99.13
DF		DFF	7028	PROB>F	0.0001
MS		MSE	1.032165	R-SQUARE	0.1934
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.749025	0.110843	33.8229	0.0001
FOLPBACT	1	0.185027	0.049619	3.7289	0.0002
FOLUP1	1	-0.034803	0.031324	-1.1111	0.2666
SACTO	1	0.342065	0.035925	9.5218	0.0001
SUPER	1	-0.685579	0.033775	-20.2984	0.0001
V152	1	0.116940	0.017040	6.8629	0.0001
V156W	1	-0.181513	0.029199	-6.2163	0.0001
V157C	1	-0.222869	0.022870	-9.7448	0.0001
V159A	1	0.071209	0.034954	2.0372	0.0417
V160	1	0.005748713	0.008701918	0.6606	0.5089
V161	1	0.019828	0.014594	1.3586	0.1743
V165	1	-0.134815	0.035290	-3.8202	0.0001
V168	1	-0.039675	0.011667	-3.4007	0.0007
V169	1	-0.049400	0.029163	-1.6940	0.0903
V172	1	0.012872	0.008056392	1.5977	0.1102
WHS	1	-0.059690	0.035352	-1.6884	0.0914
BLK	1	0.161698	0.036974	4.3733	0.0001
OTH	1	0.179575	0.054713	3.2821	0.0010

Table B.5--continued

MODEL:	MODEL01	SSE	10223.94	F RATIO	43.90	
DEP VAR, VS		DPE	7020	PROB>F	0.0001	
		MSE	1.454744	R-SQUARE	0.0960	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	1.914929	0.131591	14.5521	0.0001	
POLPRACT	1	-0.150468	0.058907	-2.5543	0.0107	
FOLUP1	1	0.082690	0.037187	2.2236	0.0262	
RACTO	1	-0.190350	0.042649	-4.4631	0.0001	
SUPER	1	0.160882	0.040097	4.0123	0.0001	
V152	1	-0.022329	0.020229	-1.1038	0.2697	
V156W	1	-0.291635	0.034665	-8.4129	0.0001	
V157C	1	0.418625	0.027152	15.4181	0.0001	
V159A	1	-0.061792	0.041497	-1.4891	0.1365	
V160	1	-0.037512	0.010331	-3.6311	0.0003	
V161	1	-0.0004252	0.017325	-0.0245	0.9804	
V165	1	0.159055	0.041896	3.7965	0.0001	
V168	1	0.045037	0.013851	3.2516	0.0012	
V169	1	0.160153	0.034621	4.6258	0.0001	
V172	1	-0.062937	0.00956435	-6.5803	0.0001	
WH9	1	-0.041563	0.041970	-0.9903	0.3221	
BLK	1	-0.357880	0.043895	-8.1532	0.0001	
OTH	1	-0.107007	0.064955	-1.6474	0.0995	

Table B.5--continued

MODEL:	MODEL01	SSE	8860.95	F RATIO	18.14	
DEP VAR:	V9	DFT	7028	PROB>F	0.0001	
		MSE	1.260807	R-SQUARE	0.0420	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.354502	0.122506	27.3824	0.0001	
FOLFRAC1	1	-0.159118	0.054840	-2.9015	0.0037	
FOLUP1	1	-0.040161	0.034620	-1.3912	0.1642	
BACTO	1	-0.191795	0.039705	-4.8306	0.0001	
SUPER	1	0.087554	0.037329	2.3455	0.0190	
V152	1	-0.040900	0.018032	-2.1718	0.0299	
V156W	1	-0.125489	0.032272	-3.8885	0.0001	
V157C	1	-0.00474078	0.025277	-0.1876	0.8512	
V159A	1	-0.132858	0.038632	-3.4391	0.0006	
V160	1	0.005948209	0.009617556	0.6185	0.5363	
V161	1	0.022998	0.016129	1.4258	0.1540	
V165	1	-0.011546	0.039003	-0.2960	0.7672	
V168	1	-0.00762617	0.012894	-0.5914	0.5542	
V169	1	-0.044029	0.032231	-1.3660	0.1720	
V172	1	-0.055423	0.008904106	-6.2244	0.0001	
WHS	1	0.172533	0.039072	4.4158	0.0001	
BLK	1	0.057328	0.040864	1.4029	0.1607	
OTH	1	0.039643	0.060470	0.6556	0.5121	

Table B.5--continued

MODEL:	MODEL01	SSE	6036.732	F RATIO	31.13	
DEP VAR: V10		DF	7028	PROB>F	0.0001	
		MSE	0.858954	R-SQUARE	0.0700	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.639930	0.101115	35.9978	0.0001	
FOLPRACT	1	-0.060654	0.045265	-1.3400	0.1803	
FOLUP1	1	-0.010839	0.028575	-0.3793	0.7044	
BACTO	1	-0.140328	0.032772	-4.2820	0.0001	
SUPER	1	0.356434	0.030811	11.5684	0.0001	
V152	1	-0.015177	0.015544	-0.9764	0.3289	
V156W	1	0.053111	0.026637	1.9939	0.0462	
V157C	1	0.122102	0.020863	5.8525	0.0001	
V159A	1	-0.042309	0.031806	-1.3269	0.1846	
V160	1	-0.012239	0.007938263	-1.5418	0.1232	
V161	1	-0.016697	0.013313	-1.2542	0.2098	
V165	1	-0.000438398	0.032193	-0.0136	0.9891	
V168	1	0.073397	0.010643	6.8963	0.0001	
V169	1	-0.00501203	0.026603	-0.1884	0.8506	
V172	1	-0.00691105	0.007349387	-0.9404	0.3471	
WHS	1	0.115866	0.032250	3.5928	0.0003	
BLK	1	-0.032828	0.033729	-0.9733	0.3304	
OTH	1	-0.094171	0.049912	-1.8867	0.0592	



Table B.5--continued

MODEL	MODEL01	SSE	8415.77	F RATIO	29.00	VARIABLE
DEP VAR:	V11	DFT	7028	PROB>F	0.0001	LABEL
		MSE	1.197463	R-SQUARE	0.0655	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.249494	0.119389	27.2177	0.0001	
FOLPSACT	1	-0.021577	0.053445	-0.4037	0.6864	
FOLUP1	1	0.026444	0.033739	0.7838	0.4332	
SACTO	1	-0.137715	0.038694	-3.5590	0.0004	
SUPER	1	0.422699	0.036379	11.6193	0.0001	
V152	1	-0.042264	0.018353	-2.3028	0.0213	
V156W	1	0.098779	0.031451	3.1408	0.0017	
V157C	1	0.080091	0.024634	3.2513	0.0012	
V159A	1	-0.079192	0.037649	-2.1034	0.0355	
V160	1	0.003440182	0.009372846	0.3670	0.7136	
V161	1	-0.00808876	0.015719	-0.5146	0.6069	
V165	1	0.047879	0.038011	1.2596	0.2078	
V168	1	0.080788	0.012566	6.4290	0.0001	
V169	1	-0.114935	0.031411	-3.6591	0.0003	
V172	1	-0.023709	0.00867755	-2.7323	0.0063	
WHB	1	0.00510825	0.038078	0.1342	0.8933	
BLK	1	-0.180013	0.039824	-4.5202	0.0001	
OTH	1	-0.192546	0.058932	-3.2673	0.0011	

Table B.5--continued

MODEL:	MODEL01	SSE	9636.073	F RATIO	21.54	
DEP VAR:	V12	DFE	7028	PROB>F	0.0001	
		MSE	1.371098	R-SQUARE	0.0495	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.669473	0.127752	20.8958	0.0001	
FOLPFACT	1	-0.250177	0.057188	-4.3746	0.0001	
FOLUP1	1	0.048832	0.036102	1.3526	0.1762	
SACTO	1	-0.223476	0.041405	-5.3973	0.0001	
SUPER	1	0.225027	0.038927	5.7807	0.0001	
V152	1	-0.018252	0.019639	-0.9294	0.3527	
V156W	1	0.107797	0.033654	3.2031	0.0014	
V157C	1	0.067543	0.026359	2.5624	0.0104	
V159A	1	-0.089511	0.040286	-2.2219	0.0263	
V160	1	0.003403866	0.010029	0.3394	0.7343	
V161	1	0.042938	0.016820	2.5528	0.0107	
V165	1	0.005048056	0.040673	0.1241	0.9012	
V168	1	0.004484974	0.013447	0.3335	0.7387	
V169	1	0.091193	0.033611	2.7132	0.0067	
V172	1	-0.016576	0.009285392	-1.7852	0.0743	
WH9	1	0.011203	0.040745	0.2749	0.7834	
BLK	1	-0.044789	0.042614	-1.0510	0.2933	
OTH	1	-0.062947	0.063060	-0.9982	0.3187	

Table B.5--continued

MODEL:	MODEL01	SSE	8572.445	F RATIO	45.83
DEP VAR:	V13	DFZ	7028	PROB>F	0.0001
		MSE	1.219756	R-SQUARE	0.0998
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.662265	0.120495	30.3935	0.0001
FOLFSACT	1	0.070395	0.053940	1.3051	0.1919
FOLUP1	1	-0.019294	0.034051	-0.5666	0.5710
SALCTO	1	0.341430	0.039053	8.7428	0.0001
SUPER	1	-0.365877	0.036716	-9.9650	0.0001
V152	1	0.150870	0.018523	8.1448	0.0001
V156W	1	-0.102512	0.031742	-3.2295	0.0012
V157C	1	-0.123962	0.024862	-4.9860	0.0001
V159A	1	0.126780	0.037998	3.3365	0.0009
V160	1	-0.015178	0.00945969	-1.6045	0.1087
V161	1	-0.023699	0.015865	-1.4938	0.1353
V165	1	-0.157271	0.038363	-4.0996	0.0001
V168	1	-0.064888	0.012683	-5.1162	0.0001
V169	1	0.136192	0.031702	4.2960	0.0001
V172	1	0.019233	0.008757951	2.1961	0.0281
WHS	1	-0.00196637	0.038431	-0.0512	0.9592
BLK	1	0.149008	0.040193	3.7073	0.0002
OTH	1	0.088568	0.059478	1.4891	0.1365

Table B.5--continued

MODEL:	MODEL01	SSE	10205.01	F RATIO	25.88
DEP VAR:	V14	DFE	7028	PROB>F	0.0001
		MSE	1.452050	R-SQUARE	0.0589
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.561225	0.131469	27.0879	0.0001
FOLPRACT	1	-0.023698	0.058853	-0.4027	0.6872
FOLUP1	1	0.009111784	0.037153	0.2453	0.8063
SACTO	1	-0.347287	0.042610	-8.1504	0.0001
SUPER	1	0.405806	0.040060	10.1299	0.0001
V152	1	-0.058078	0.020210	-2.8737	0.0041
V156W	1	-0.037523	0.034633	-1.0835	0.2786
V157C	1	-0.010735	0.027126	-0.3957	0.6923
V159A	1	-0.049737	0.041458	-1.1997	0.2303
V160	1	-0.038649	0.010321	3.7446	0.0002
V161	1	-0.026928	0.017309	-1.5557	0.1198
V165	1	0.093074	0.041857	2.2236	0.0262
V168	1	0.038407	0.013838	2.7755	0.0055
V169	1	0.001398894	0.034589	0.0404	0.9677
V172	1	-0.049057	0.00955576	-5.1339	0.0001
WHS	1	-0.00638979	0.041931	-0.1524	0.8789
BLK	1	-0.092702	0.043854	-2.1139	0.0346
OTH	1	-0.074039	0.064895	-1.1609	0.2539

Table B.5--continued

MODEL:	MODEL01	SSE	9761.831	F RATIO	36.16
DEF VAR:	V15	DFE	7028	PROB>F	0.0001
		MSE	1.388991	R-SQUARE	0.0804
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.907691	0.128583	22.6134	0.0001
POLPRACT	1	0.009874986	0.057560	0.1716	0.8638
POLUP1	1	0.074312	0.036337	2.0451	0.0409
SACTO	1	-0.243444	0.041674	-5.8416	0.0001
SUPER	1	0.497632	0.039181	12.7010	0.0001
V152	1	-0.063564	0.019767	-3.2157	0.0013
V156M	1	0.228476	0.033873	6.7452	0.0001
V157C	1	0.099723	0.026531	3.7588	0.0002
V159A	1	-0.151703	0.040548	-3.7413	0.0002
V160	1	0.001160446	0.010095	0.1150	0.9085
V161	1	0.020760	0.016929	1.2263	0.2201
V165	1	0.081247	0.040938	1.9846	0.0472
V168	1	0.005143613	0.013534	0.3801	0.7039
V169	1	-0.095038	0.033830	-2.8093	0.0050
V172	1	-0.058442	0.009345786	-6.2533	0.0001
WHB	1	0.157644	0.041010	3.8440	0.0001
BLK	1	-0.043997	0.042891	-1.0258	0.3050
OTH	1	-0.092708	0.063470	-1.4607	0.1442

Table B.5--continued

MODEL:	MODEL01	SSE	7992.443	F RATIO	32.38	
DEP VAR:	V16	DPE	7028	PROB>F	0.0001	
		MSE	1.13729	R-SQUARE	0.0726	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.859885	0.116347	24.5806	0.0001	
FOLPFACT	1	-0.032319	0.052083	-0.6205	0.5349	
FOLUP1	1	0.0064923	0.032879	0.1976	0.8433	
SACTO	1	-0.130865	0.037709	-3.4704	0.0005	
SUPER	1	0.246031	0.035452	6.9398	0.0001	
V152	1	-0.026302	0.017886	-1.4705	0.1415	
V156W	1	0.224850	0.030649	7.3362	0.0001	
V157C	1	0.214197	0.024006	8.9225	0.0001	
V159A	1	-0.016123	0.036690	-0.4394	0.6604	
V160	1	-0.0094198	0.00913407	-1.0337	0.3013	
V161	1	-0.0088557	0.015318	-0.5781	0.5632	
V165	1	0.031282	0.037042	0.8445	0.3984	
V168	1	0.052264	0.012246	4.2678	0.0001	
V169	1	-0.125154	0.030611	-4.0886	0.0001	
V172	1	0.020284	0.008456486	2.3986	0.0165	
WH9	1	0.143952	0.037108	3.8793	0.0001	
BLK	1	-0.075182	0.038810	-1.9372	0.0528	
OTH	1	0.062768	0.057430	1.0929	0.2745	

Table B.5--continued

MODEL:	MODEL01	SSE	8821.248	F RATIO	27.68	
DEP VAR: V17		DFZ	7028	PROB>F	0.0001	
		MSE	1.255158	R-SQUARE	0.0627	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.752100	0.122231	22.5156	0.0001	
FOLPSACT	1	-0.027310	0.054717	-0.4991	0.6177	
FOLUP1	1	0.017820	0.034542	0.5159	0.6060	
SACTO	1	-0.112482	0.039616	-2.8393	0.0045	
SUPER	1	0.078654	0.037245	2.1118	0.0347	
V152	1	-0.025044	0.018790	-1.3328	0.1826	
V156W	1	0.346454	0.032199	10.7596	0.0001	
V157C	1	0.100021	0.025220	3.9659	0.0001	
V159A	1	0.080453	0.038545	2.0873	0.0369	
V160	1	0.011130	0.00959585	1.1599	0.2461	
V161	1	-0.00580489	0.016093	-0.3607	0.7183	
V165	1	0.200161	0.038916	5.1435	0.0001	
V168	1	0.0008848122	0.012865	0.0688	0.9452	
V169	1	0.062975	0.032159	1.9583	0.0502	
V172	1	-0.0050034	0.00888136	-0.5632	0.5733	
WH9	1	-0.075083	0.038985	-1.9260	0.0541	
BLK	1	-0.285941	0.040773	-7.0131	0.0001	
OTH	1	-0.216698	0.060335	-3.5916	0.0003	

Table B.5--continued

MODEL	MODEL01	SSE	9351.708	F RATIO	28.13
DEP VAR	V18	DFE	7028	PROB>F	0.0001
		MSE	1.330636	R-SQUARE	0.0637
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.522613	0.125853	20.0442	0.0001
FOLPRACT	1	0.068121	0.056338	1.2091	0.2267
FOLUPF1	1	0.033010	0.035565	0.9281	0.3534
SACTO	1	-0.280815	0.040789	-6.8845	0.0001
BUPEA	1	0.359325	0.038349	9.3659	0.0001
V152	1	-0.057639	0.019347	-2.9752	0.0029
V156W	1	0.237453	0.033153	7.1622	0.0001
V157C	1	0.076575	0.025968	2.9489	0.0032
V159A	1	-0.083684	0.039687	-2.1086	0.0350
V160	1	0.007111012	0.00980298	0.7197	0.4717
V161	1	0.013366	0.016570	0.8066	0.4199
V165	1	0.041548	0.040069	1.0369	0.2998
V168	1	0.059892	0.013247	4.5213	0.0001
V169	1	-0.037568	0.033112	-1.1346	0.2566
V172	1	-0.011488	0.009147357	-1.2559	0.2092
WHS	1	0.222474	0.040140	5.5425	0.0001
BLK	1	0.077865	0.041981	1.8548	0.0637
OTH	1	0.012917	0.062122	0.2079	0.8353



Table B.5--continued

MODEL:	MODEL01	SSE	11075.04	F RATIO	20.99	VARIABLE LABEL
DEP VAR: V19		DPE	7028	PROB>F	0.0001	
		MSE	1.575846	R-SQUARE	0.0483	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.471319	0.136959	25.3458	0.0001	
FOLPSACT	1	-0.00552817	0.061310	-0.0902	0.9282	
FOLUP1	1	0.052849	0.038704	1.3655	0.1722	
SACTO	1	-0.195356	0.044389	-4.4010	0.0001	
SUPER	1	0.462670	0.041733	11.0865	0.0001	
V152	1	-0.065130	0.021054	-3.0934	0.0020	
V156W	1	0.181766	0.036079	5.0480	0.0001	
V157C	1	0.030331	0.028259	1.0733	0.2832	
V159A	1	-0.035682	0.043189	-0.8262	0.4087	
V160	1	-0.030893	0.010752	-2.8732	0.0041	
V161	1	-0.030510	0.018032	-1.6920	0.0907	
V165	1	0.087158	0.043605	1.9988	0.0457	
V168	1	0.043706	0.014416	3.0318	0.0024	
V169	1	-0.075852	0.036034	-2.1050	0.0353	
V172	1	-0.038836	0.009954579	-3.9013	0.0001	
WHS	1	-0.017468	0.043682	-0.3999	0.6892	
BLK	1	-0.034596	0.045685	-0.7573	0.4489	
OTH	1	-0.152668	0.067604	-2.2583	0.0240	

Table B.5--continued

MODEL:	MODEL01	SSE	9192.318	F RATIO	64.95
DEP VAR:	V20	DPE	7028	PROB>F	0.0001
		MSE	1.307956	R-SQUARE	0.1358
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.086359	0.124775	16.7209	0.0001
FOLPRACT	1	-0.146932	0.055856	-2.6305	0.0085
FOLUP1	1	0.050475	0.035261	1.4315	0.1523
SACTO	1	-0.265132	0.040440	-6.5561	0.0001
SUPER	1	0.529033	0.038020	13.9144	0.0001
V152	1	-0.117241	0.019181	-6.1122	0.0001
V156M	1	0.104310	0.032870	3.2343	0.0012
V157C	1	0.328397	0.025745	12.7556	0.0001
V159A	1	-0.096838	0.039347	-2.4611	0.0139
V160	1	0.0005839298	0.009795736	0.0596	0.9525
V161	1	-0.036918	0.016428	-2.2472	0.0247
V165	1	0.116875	0.039726	2.9420	0.0033
V168	1	0.056627	0.013133	4.3117	0.0001
V169	1	0.026722	0.032828	0.8140	0.4157
V172	1	-0.082301	0.009069069	-9.0749	0.0001
WHS	1	0.153061	0.039796	3.8461	0.0001
BLK	1	-0.153179	0.041621	-3.6803	0.0002
OTH	1	0.003048797	0.061591	0.0495	0.9605

Table B.5--continued

MODEL:	MODEL01	SSE	10424.74	F RATIO	30.20	VARIABLE LABEL
DEP VAR:	V21	DFT	7028	PROB>F	0.0001	
		MSE	1.483315	R-SQUARE	0.0681	
VARIABLE	DP	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.951970	0.132877	22.2158	0.0001	
FOLPRACT	1	-0.044920	0.059483	-0.7552	0.4502	
FOLUP1	1	0.014993	0.037550	0.3993	0.6897	
SACTO	1	-0.321219	0.043066	-7.4588	0.0001	
SUPER	1	0.362230	0.040489	8.9464	0.0001	
V152	1	-0.056763	0.020427	-2.7789	0.0055	
V156W	1	0.156028	0.035004	4.4575	0.0001	
V157C	1	0.108233	0.027417	3.9477	0.0001	
V159A	1	-0.055281	0.041902	-1.3193	0.1871	
V160	1	0.026877	0.010432	2.5764	0.0100	
V161	1	-0.016942	0.017495	-0.9684	0.3329	
V165	1	0.126266	0.042305	2.9846	0.0028	
V168	1	0.013354	0.013986	0.9548	0.3397	
V169	1	-0.021968	0.034960	-0.6284	0.5298	
V172	1	-0.060510	0.009657902	-6.2653	0.0001	
WHS	1	-0.046844	0.042380	-1.1053	0.2691	
BLK	1	-0.199356	0.044324	-4.4977	0.0001	
OTH	1	-0.036403	0.065590	-0.5550	0.5789	

Table B.5--continued

MODEL:	MODEL01	SSE	8147.185	F RATIO	34.52	VARIABLE LABEL
DEP VAR:	V22	DFZ	7028	PROB>F	0.0001	
		MSE	1.159247	R-SQUARE	0.0771	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.345361	0.117468	28.4789	0.0001	
FOLPSACT	1	0.146294	0.052585	2.7820	0.0054	
FOLUP1	1	-0.049527	0.033196	-1.4919	0.1358	
SACTO	1	0.330220	0.038072	8.6736	0.0001	
SUPER	1	-0.053303	0.035794	-1.4892	0.1365	
V152	1	-0.013290	0.018058	-0.7359	0.4618	
V156W	1	0.357474	0.030945	11.5520	0.0001	
V157C	1	-0.00780413	0.024238	-0.3220	0.7475	
V159A	1	0.085905	0.037043	2.3191	0.0204	
V160	1	0.063138	0.00922069	6.8464	0.0001	
V161	1	0.041836	0.015466	2.7050	0.0068	
V165	1	-0.174750	0.037399	-4.6725	0.0001	
V168	1	-0.091959	0.012364	-7.4376	0.0001	
V169	1	-0.152761	0.030906	-4.9428	0.0001	
V172	1	0.023474	0.008537957	2.7493	0.0060	
WHS	1	-0.066701	0.037465	-1.7803	0.0751	
BLK	1	-0.031845	0.039184	-0.8127	0.4164	
OTH	1	0.084664	0.057984	1.4567	0.1452	

Table B.5--continued

MODEL:	MODEL01	SSE	9494.734	F RATIO	30.29	VARIABLE LABEL
DEP VAR:	V23	DFE	7020	PROB>F	0.0001	
		MSE	1.350907	R-SQUARE	0.0683	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.028192	0.126811	23.8795	0.0001	
POLPSACT	1	0.002145649	0.056760	0.0378	0.9699	
POLUP1	1	0.057852	0.035036	1.6143	0.1065	
SACTO	1	-0.097188	0.041100	-2.3647	0.0181	
SUPER	1	0.435119	0.038641	11.2606	0.0001	
V152	1	-0.106652	0.019494	-5.4709	0.0001	
V156W	1	0.288976	0.033406	8.6504	0.0001	
V157C	1	0.129117	0.026165	4.9346	0.0001	
V159A	1	-0.046799	0.039989	-1.1703	0.2419	
V160	1	0.020381	0.00955566	2.0472	0.0407	
V161	1	-0.035094	0.016696	-2.1019	0.0356	
V165	1	0.116927	0.040374	2.8961	0.0038	
V168	1	0.003211556	0.013340	0.2406	0.8099	
V169	1	-0.042684	0.033364	-1.2793	0.2008	
V172	1	-0.039815	0.009217042	-4.3197	0.0001	
WHS	1	0.025861	0.040445	0.6394	0.5226	
BLK	1	-0.175478	0.042300	-4.1484	0.0001	
OTH	1	-0.139664	0.062596	-2.2312	0.0257	

Table B.5--continued

MODEL:	MODEL01	SSE	9829.632	F RATIO	59.83	
DEP VAR:	V24	DFE	7028	PROB>F	0.0001	
		MSE	1.398639	R-SQUARE	0.1264	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.547570	0.129028	19.7443	0.0001	
FOLPBNCT	1	-0.251305	0.057760	-4.3508	0.0001	
FOLUP1	1	0.055859	0.036463	1.5319	0.1256	
SACTO	1	-0.136607	0.041819	-3.2667	0.0011	
SUPER	1	0.708999	0.039316	18.0332	0.0001	
V152	1	-0.114709	0.019835	-5.7831	0.0001	
V156W	1	0.182977	0.033990	5.3832	0.0001	
V157C	1	0.163666	0.026623	6.1476	0.0001	
V159A	1	-0.158613	0.040689	-3.8982	0.0001	
V160	1	0.007678358	0.010130	0.7580	0.4485	
V161	1	0.003606394	0.016988	0.2123	0.8319	
V165	1	0.093539	0.041080	2.2770	0.0228	
V168	1	-0.00287056	0.013581	-0.2114	0.8326	
V169	1	-0.062208	0.033947	-1.8325	0.0669	
V172	1	-0.070703	0.009378185	-7.5390	0.0001	
WHS	1	0.207832	0.041152	5.0503	0.0001	
BLK	1	-0.151716	0.043040	-3.5250	0.0004	
OTH	1	-0.073296	0.063690	-1.1508	0.2498	

Table B.5--continued

MODEL:	MODEL01	SSE	8099.292	F RATIO	21.41	
DEP VAR:	V25	DFE	7028	PROB>F	0.0001	
		MSE	1.152432	R-SQUARE	0.0492	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.670383	0.117122	31.3380	0.0001	
FOLPRACT	1	0.044485	0.052430	0.8485	0.3962	
FOLUP1	1	-0.129638	0.033098	-3.9168	0.0001	
SACTO	1	-0.119771	0.037960	-3.1552	0.0016	
SUPER	1	0.292147	0.035689	8.1860	0.0001	
V152	1	-0.085747	0.018005	-4.7624	0.0001	
V156W	1	0.133911	0.030854	4.3402	0.0001	
V157C	1	0.110452	0.024166	4.5705	0.0001	
V159A	1	-0.033729	0.036934	-0.9132	0.3612	
V160	1	0.013077	0.00919423	1.4222	0.1550	
V161	1	-0.050024	0.015421	-3.2440	0.0012	
V165	1	0.074434	0.037289	1.9961	0.0460	
V168	1	0.00848726	0.012328	0.6885	0.4912	
V169	1	-0.021503	0.030815	-0.6978	0.4853	
V172	1	-0.017364	0.008512825	-2.0398	0.0414	
WHS	1	0.177008	0.037355	4.7385	0.0001	
BLK	1	-0.169552	0.039068	-4.3399	0.0001	
OTH	1	-0.138796	0.057813	-2.4008	0.0164	

Table B.5--continued

MODEL:	MODEL01	SSE	10065.77	F RATIO	25.81
DEP VAR: V26		DFT	6970	PROB>F	0.0001
		MSE	1.444156	R-SQUARE	0.0592
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	4.161343	0.131654	31.6081	0.0001
FOLPSACT	1	-0.213697	0.058935	-3.6259	0.0003
FOLUP1	1	0.003609547	0.037205	0.0097	0.9923
SACTO	1	-0.017682	0.042670	-0.4144	0.6786
SUPER	1	-0.048362	0.040116	-1.2055	0.2280
V152	1	0.066254	0.020239	3.2736	0.0011
V156W	1	0.051582	0.034882	1.4873	0.1370
V157C	1	-0.324600	0.027165	-11.9494	0.0001
V159A	1	-0.019538	0.041517	-0.4706	0.6379
V160	1	-0.026784	0.010336	-2.5914	0.0096
V161	1	-0.022603	0.017334	-1.3040	0.1923
V165	1	0.031533	0.041916	0.7523	0.4519
V168	1	-0.077886	0.013857	-5.6206	0.0001
V169	1	0.047516	0.034638	1.3718	0.1702
V172	1	0.016543	0.009569037	1.7288	0.0839
WH8	1	0.046630	0.041990	1.1105	0.2668
BLK	1	0.277454	0.043916	6.3179	0.0001
OTH	1	0.159648	0.064986	2.4567	0.0140



Table B.5--continued

MODEL:	MODEL01	SSE	9128.977	F RATIO	57.40	
DEP VAR:	V27	DFF	6970	PROB>F	0.0001	
		MSE	1.309753	R-SQUARE	0.1228	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.794040	0.125378	22.2849	0.0001	
FOLPRACT	1	-0.170024	0.056126	-3.0293	0.0025	
FOLUP1	1	-0.018708	0.035431	-0.5280	0.5975	
SACTO	1	-0.252523	0.040536	-6.2143	0.0001	
SUPER	1	0.577214	0.038204	15.1087	0.0001	
V152	1	-0.131607	0.019274	-6.8282	0.0001	
V156W	1	0.232622	0.033029	7.0431	0.0001	
V157C	1	0.143891	0.025870	5.5622	0.0001	
V159A	1	-0.159121	0.039537	-4.0246	0.0001	
V160	1	-0.014882	0.009843062	-1.5120	0.1306	
V161	1	-0.030701	0.016508	-1.8598	0.0630	
V165	1	0.092705	0.039918	2.3224	0.0202	
V168	1	-0.027567	0.013197	-2.0889	0.0368	
V169	1	0.027211	0.032987	0.8249	0.4094	
V172	1	-0.047380	0.009112884	-5.1992	0.0001	
WHS	1	0.272071	0.039988	6.8038	0.0001	
BLK	1	-0.062180	0.041822	-1.4868	0.1371	
OTH	1	0.024220	0.061888	0.3914	0.6955	

Table B.5--continued

MODEL	MODEL01	SSE	8149.882	F RATIO	32.57
DF	DF	DF	DF	PROB>F	0.0001
VAR. V28	VAR. V28	VAR. V28	VAR. V28	R-SQUARE	0.0736
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.686864	0.118464	31.1222	0.0001
FOLPRACT	1	0.060145	0.053031	1.1341	0.2568
FOLUP1	1	-0.035940	0.033477	-1.0736	0.2831
SACTO	1	-0.264478	0.038395	-6.8884	0.0001
SUPER	1	0.480149	0.036097	13.3015	0.0001
V152	1	-0.068804	0.018211	-3.7781	0.0002
V156W	1	0.170394	0.031207	5.4601	0.0001
V157C	1	0.017730	0.024443	0.7254	0.4683
V159A	1	-0.054758	0.037357	-1.4658	0.1428
V160	1	-0.023118	0.009300255	-2.4857	0.0130
V161	1	0.018047	0.015597	1.1571	0.2473
V165	1	0.029795	0.037716	0.7900	0.4296
V168	1	0.009908538	0.012469	0.7947	0.4268
V169	1	-0.031750	0.031168	-1.0187	0.3084
V172	1	-0.042287	0.008610343	-4.9111	0.0001
WHS	1	0.291926	0.037783	7.7264	0.0001
BLK	1	0.238298	0.039516	6.0304	0.0001
OTH	1	0.142464	0.058475	2.4363	0.0149

Table B.5--continued

MODEL:	MODEL01	SSE	6285.292	F RATIO	35.14
DEP VAR:	V29	DFE	6970	PROB>F	0.0001
		MSE	0.901764	R-SQUARE	0.0789
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.991953	0.104034	19.1472	0.0001
FOLPRACT	1	-0.095014	0.046571	-2.0402	0.0414
FOLUP1	1	0.029285	0.029399	0.9961	0.3192
SACTO	1	-0.269559	0.033718	-7.9946	0.0001
SUPER	1	0.169308	0.031700	5.3409	0.0001
V152	1	-0.049342	0.015993	-3.0853	0.0020
V156W	1	0.163942	0.027406	5.9820	0.0001
V157C	1	0.098249	0.021466	4.5770	0.0001
V159A	1	-0.167976	0.032807	-5.1202	0.0001
V160	1	-0.00231473	0.009167364	-0.2834	0.7769
V161	1	0.029731	0.013697	2.1706	0.0300
V165	1	-0.00422468	0.033122	-0.1275	0.8985
V168	1	0.061690	0.010950	5.6337	0.0001
V169	1	-0.060952	0.027371	-2.2269	0.0260
V172	1	-0.025256	0.007561492	-3.3400	0.0008
WHG	1	0.258695	0.033181	7.7966	0.0001
BLK	1	0.036908	0.034702	1.0635	0.2876
OTH	1	0.058581	0.051352	1.1408	0.2540

Table B.5--continued

MODEL:	MODEL01.	SSE	8055.377	F RATIO	31.83	
DEP VAR:	V30	DFE	6970	PROB>F	0.0001	
		MSE	1.155721	R-SQUARE	0.0721	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.089059	0.117775	26.2284	0.0001	
FOLPRACT	1	0.123763	0.052723	2.3474	0.0189	
FOLUP1	1	-0.00604293	0.033283	-0.1816	0.8559	
SACTO	1	0.280298	0.038171	7.5227	0.0001	
SUPER	1	-0.085805	0.035887	-2.3909	0.0168	
V152	1	-0.051058	0.018105	-2.8201	0.0048	
V156W	1	0.263654	0.031026	8.4979	0.0001	
V157C	1	-0.030132	0.024301	-1.2400	0.2150	
V159A	1	0.041711	0.037140	1.1231	0.2614	
V160	1	0.025924	0.009246175	2.8037	0.0051	
V161	1	-0.021494	0.015506	-1.3861	0.1658	
V165	1	-0.148552	0.037497	-3.9617	0.0001	
V168	1	-0.027004	0.012396	-2.1784	0.0294	
V169	1	-0.167276	0.030986	-5.3984	0.0001	
V172	1	0.061454	0.008560275	7.1790	0.0001	
WHS	1	-0.158656	0.037563	-4.2237	0.0001	
BLK	1	-0.060187	0.039286	-1.5320	0.1256	
OTH	1	0.110760	0.058135	1.9052	0.0568	

Table B.5--continued

MODEL	MODEL01	SSR	DFE	MSE	10454.1 6970 1.499870	F RATIO PROB>F R-SQUARE	14.82 0.0001 0.0349
DEP VAR: V31							
VARIABLE	DP	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	3.688757	0.134170	27.4932	0.0001		
POLYFRAC	1	0.068406	0.060062	1.1389	0.2548		
POLUP1	1	0.005230609	0.037916	0.1380	0.8903		
RACTO	1	-0.225792	0.043485	-5.1924	0.0001		
SUPER	1	0.314410	0.040883	7.6905	0.0001		
V152	1	-0.072267	0.020626	-3.5037	0.0005		
V156W	1	0.117663	0.035344	3.3290	0.0009		
V157C	1	-0.00040664	0.027684	-0.0147	0.9883		
V159A	1	-0.104630	0.042310	-2.4730	0.0134		
V160	1	-0.035896	0.010533	-3.4079	0.0007		
V161	1	-0.00326299	0.017665	-0.1847	0.8535		
V165	1	0.121475	0.042717	2.8437	0.0045		
V168	1	0.023702	0.014122	1.6784	0.0933		
V169	1	-0.054159	0.035300	-1.5343	0.1250		
V172	1	-0.038296	0.009751873	-3.9270	0.0001		
WUB	1	-0.000673431	0.042792	-0.0016	0.9987		
BLK	1	-0.045254	0.044755	-1.0111	0.3120		
OTH	1	-0.129485	0.066228	-1.9551	0.0506		

Table B.5--continued

MODEL:	MODEL01	SSR	STANDARD	F RATIO	46.11
DEP VAR:	V32	DFT	ERROR	PROB>F	0.0001
		MSE		R-SQUARE	0.1011
VARIABLE	DF	PARAMETER ESTIMATE		T RATIO	PROB> T
INTERCEPT	1	2.410816	0.120653	19.9814	0.0001
FOLFRAC	1	-0.204639	0.054011	-3.7889	0.0002
POLUP1	1	0.084336	0.034096	2.4735	0.0134
RACIO	1	-0.291991	0.039104	-7.4670	0.0001
SUPER	1	0.224434	0.036764	6.1047	0.0001
V152	1	-0.110360	0.018548	-5.9501	0.0001
V156W	1	-0.020202	0.031784	-0.6356	0.5251
V157C	1	0.183848	0.024895	7.3851	0.0001
V159A	1	-0.146584	0.038047	-3.8527	0.0001
V160	1	0.012872	0.009472073	1.3589	0.1742
V161	1	-0.00870601	0.015885	-0.5481	0.5837
V165	1	0.222156	0.038413	5.7833	0.0001
V168	1	0.084419	0.012699	6.6475	0.0001
V169	1	-0.042777	0.031744	-1.3476	0.1778
V172	1	-0.066184	0.008769415	-7.5472	0.0001
WHS	1	0.134445	0.038481	3.4938	0.0005
BLK	1	-0.102185	0.040246	-2.5390	0.0111
OTH	1	-0.102330	0.059556	-1.7182	0.0858

Table B.5--continued

MODEL:	MODEL01	SSE	9701.82	F RATIO	57.81
DEP VAR:	V33	DFZ	6970	PROB>F	0.0001
		MSE	1.391940	R-SQUARE	0.1236
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.504073	0.129252	19.3735	0.0001
FOLPRCT	1	-0.0030985	0.057860	-0.0536	0.9573
FOLUP1	1	0.015667	0.036526	0.4289	0.6680
BACTO	1	-0.359333	0.041891	-8.5778	0.0001
SUPER	1	0.369194	0.039385	9.3741	0.0001
V152	1	-0.046953	0.019870	-2.3631	0.0182
V156W	1	0.109656	0.034049	3.2205	0.0013
V157C	1	0.288697	0.026669	10.8252	0.0001
V159A	1	-0.10961	0.040759	-2.4770	0.0133
V160	1	0.003047651	0.010147	0.3003	0.7639
V161	1	-0.015413	0.017018	-0.9057	0.3651
V165	1	0.167308	0.041151	4.0657	0.0001
V168	1	0.103930	0.013604	7.6394	0.0001
V169	1	-0.080042	0.034006	-2.3538	0.0186
V172	1	-0.049822	0.009394451	-5.3033	0.0001
WHS	1	0.201303	0.041224	4.8832	0.0001
BLK	1	-0.198300	0.043115	-4.5994	0.0001
OTH	1	-0.143658	0.063800	-2.2517	0.0244

Table B.5--continued

MODEL:	MODEL01	SSE	10149.69	F RATIO	38.64	
DEP VAR:	V34	DFE	6970	PROB>F	0.0001	
		MSE	1.456196	R-SQUARE	0.0861	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.873108	0.132202	21.7327	0.0001	
FOLFSACT	1	0.117484	0.059181	1.9852	0.0472	
FOLUP1	1	-0.040851	0.037360	-1.0935	0.2742	
SACTO	1	-0.301100	0.042847	-7.0273	0.0001	
SUPER	1	0.485197	0.040283	12.0446	0.0001	
V152	1	-0.058803	0.020323	-2.8934	0.0038	
V156W	1	0.245283	0.034826	7.0431	0.0001	
V157C	1	0.155706	0.027278	5.7082	0.0001	
V159A	1	-0.092211	0.041689	-2.2119	0.0270	
V160	1	-0.017432	0.010379	-1.6796	0.0931	
V161	1	0.014667	0.017406	0.8426	0.3995	
V165	1	0.186721	0.042090	4.4362	0.0001	
V168	1	-0.0011644	0.013915	-0.0837	0.9333	
V169	1	-0.073244	0.034782	-2.1058	0.0353	
V172	1	-0.041250	0.00960884	-4.2929	0.0001	
WHS	1	0.093232	0.042165	2.2112	0.0271	
BLK	1	-0.093524	0.044098	-2.1208	0.0340	
OTH	1	-0.147646	0.065256	-2.2626	0.0237	



Table B.5--continued

MODEL:	MODEL01	SSE	9620.884	F RATIO	43.21
DEP VAR:	V15	DFF	6970	PROB>F	0.0001
		MSE	1.380328	R-SQUARE	0.0954
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.036438	0.128712	23.5910	0.0001
POLPSACT	1	0.134322	0.057618	2.3312	0.0198
FOLUP1	1	-0.00196484	0.036373	-0.0540	0.9569
SACTO	1	-0.536920	0.041716	-12.8708	0.0001
SUPER	1	0.405243	0.039220	10.3326	0.0001
V152	1	-0.088633	0.019787	-4.4795	0.0001
V156W	1	-0.203294	0.033907	-5.9957	0.0001
V157C	1	0.079673	0.026557	3.0000	0.0027
V159A	1	-0.173081	0.040589	-4.2643	0.0001
V160	1	0.017628	0.010105	1.7445	0.0811
V161	1	0.011386	0.016946	0.6719	0.5017
V165	1	0.107142	0.040979	2.6146	0.0090
V168	1	0.045835	0.013548	3.3633	0.0007
V169	1	-0.053337	0.033864	-1.5750	0.1153
V172	1	-0.042677	0.009355183	-4.5618	0.0001
WHS	1	0.021126	0.041052	0.5146	0.6068
BLK	1	-0.00837895	0.042934	-0.1952	0.8453
OTH	1	-0.073379	0.063534	-1.1550	0.2481

Table B.5--continued

MODEL:	MODEL01	SSE	8466.302	F RATIO	34.43	VARIABLE LABEL
DEP VAR:	V36	DFE	6970	PROB>F	0.0001	
		MSE	1.214677	R-SQUARE	0.0775	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.016974	0.120742	16.7048	0.0001	
FOLPRACT	1	-0.135868	0.054051	-2.5137	0.0120	
FOLUP1	1	0.038219	0.034121	1.1201	0.2627	
SACTO	1	0.655393	0.039133	16.7478	0.0001	
SUPER	1	0.237531	0.036791	6.4561	0.0001	
V152	1	-0.056891	0.018561	-3.0650	0.0022	
V156W	1	0.086007	0.031807	2.7040	0.0069	
V157C	1	0.026825	0.024913	1.0768	0.2816	
V159A	1	-0.184428	0.038075	-4.8438	0.0001	
V160	1	-0.00561983	0.009479077	-0.5929	0.5533	
V161	1	-0.00321274	0.015897	-0.2021	0.8398	
V165	1	0.054860	0.038442	1.4271	0.1536	
V168	1	0.074444	0.012709	5.8577	0.0001	
V169	1	0.023848	0.031767	0.7507	0.4529	
V172	1	-0.016753	0.0087759	-1.9089	0.0563	
WHS	1	0.123716	0.038510	3.2126	0.0013	
BLK	1	0.179721	0.040276	4.4623	0.0001	
OTH	1	0.004602169	0.059600	0.0772	0.9385	

Table B.5--continued

MODEL	MODEL01	SSE	STANDARD	F RATIO	38.91
DEP VAR: V37		DFE	ERROR	PROB>F	0.0001
		MSE		R-SQUARE	0.0867
VARIABLE	DF	PARAMETER ESTIMATE		T RATIO	PROB> T
INTERCEPT	1	3.367983	0.121927	27.6228	0.0001
FOLPRACT	1	-0.049167	0.054581	-0.9008	0.3677
FOLUP1	1	0.041201	0.034456	1.1958	0.2318
SALTO	1	-0.221562	0.039517	-5.6067	0.0001
SUPER	1	0.512995	0.037153	13.8078	0.0001
V152	1	-0.080057	0.018744	-4.2712	0.0001
V156W	1	0.098744	0.032119	3.0743	0.0021
V157C	1	-0.00816483	0.025158	-0.3245	0.7455
V159A	1	-0.137057	0.038449	-3.5646	0.0004
V160	1	-0.012205	0.009572147	-1.2750	0.2023
V161	1	0.003224312	0.016053	0.2009	0.8408
V165	1	-0.081466	0.038819	-2.0986	0.0359
V168	1	0.078460	0.012834	6.1137	0.0001
V169	1	-0.121462	0.032079	-3.7863	0.0002
V172	1	-0.034064	0.008862066	-3.8438	0.0001
WHS	1	0.288113	0.038888	7.4089	0.0001
BLK	1	0.427683	0.040671	10.5156	0.0001
OTH	1	0.273141	0.060185	4.5384	0.0001

Table B.5--continued

MODEL:	MODEL01	SSE	7575.396	F RATIO	15.70
DEP VAR:	V38	DFT	6970	PROB>F	0.0001
		MSE	1.086857	R-SQUARE	0.0369
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
IN-RECEPT	1	3.307033	0.114213	28.9551	0.0001
FOLPRACT	1	-0.031855	0.051128	-0.6230	0.5333
FOLUP1	1	0.017617	0.032276	0.5458	0.5852
RACIO	1	0.294753	0.037017	7.9627	0.0001
SUPER	1	-0.049421	0.034802	-1.4201	0.1556
V152	1	0.092142	0.017558	5.2480	0.0001
V156W	1	-0.014412	0.030087	-0.4790	0.6319
V157C	1	0.011143	0.023566	0.4729	0.6363
V159A	1	0.067237	0.036016	1.8669	0.0620
V160	1	-0.0071737	0.00896477	-0.8001	0.4237
V161	1	-0.029232	0.015037	-1.944	0.0519
V165	1	-0.020631	0.036363	-0.5674	0.5705
V168	1	-0.065971	0.012021	-5.4878	0.0001
V169	1	0.020491	0.030049	0.6819	0.4953
V172	1	0.035813	0.008301326	4.3141	0.0001
WHS	1	-0.090949	0.036427	-2.4967	0.0126
BLX	1	-0.098291	0.038098	-2.5800	0.0099
OTH	1	0.00412525	0.056377	0.0732	0.9417

Table B.5--continued

MODEL:	MODEL01	SSE	8415.004	F RATIO	31.93
DEF VAR, V39		DFF	6970	PROB>F	0.0001
		MSE	1.207318	R-SQUARE	0.0722
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.939915	0.120376	24.4229	0.0001
FOLPSACT	1	-0.00413064	0.053887	-0.0767	0.9389
FOLUP1	1	0.044978	0.034018	1.3222	0.1861
SACTO	1	-0.208460	0.039014	-5.3432	0.0001
SUPER	1	0.494327	0.036680	13.4768	0.0001
V152	1	-0.067646	0.018505	-3.6556	0.0003
V156W	1	0.144485	0.031711	4.5563	0.0001
V157C	1	0.061877	0.024837	2.4913	0.0128
V159A	1	-0.104165	0.037960	-2.7441	0.0061
V160	1	0.0006371527	0.009450316	0.0674	0.9462
V161	1	0.009382029	0.015849	0.5920	0.5539
V165	1	0.114502	0.038325	2.9877	0.0028
V168	1	0.019812	0.012670	1.5637	0.1179
V169	1	-0.036439	0.031671	-1.1506	0.2499
V172	1	-0.039780	0.008749272	-4.5467	0.0001
WHB	1	0.026143	0.038393	0.6809	0.4959
BLK	1	-0.101359	0.040154	-2.5243	0.0116
OTH	1	-0.122023	0.059419	-2.0536	0.0401

Table B.5--continued

MODEL:	MODEL01	SSE	7616.025	F RATIO	81.13
DEP VAR:	V40	DFZ	6970	PROB>F	0.0001
		MSE	1.092686	R-SQUARE	0.1652
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.357852	0.114518	20.5893	0.0001
POLYBACT	1	0.027012	0.051265	0.5269	0.5983
POLUP1	1	-0.00994152	0.032362	-0.3072	0.7587
SACTO	1	-0.366271	0.037116	-9.8683	0.0001
SUPER	1	0.682339	0.034895	19.5540	0.0001
V152	1	-0.146897	0.017605	-8.3442	0.0001
V156W	1	0.082141	0.030168	2.7228	0.0065
V157C	1	0.173745	0.023629	7.3531	0.0001
V159A	1	-0.132071	0.036113	-3.6572	0.0003
V160	1	-0.00851712	0.0089049	-0.9473	0.3435
V161	1	0.00825255	0.015078	0.5473	0.5842
V165	1	0.123439	0.036460	3.3856	0.0007
V168	1	0.090105	0.012054	7.4754	0.0001
V169	1	-0.109275	0.030130	-3.6268	0.0003
V172	1	-0.043783	0.00832357	-5.2601	0.0001
WHS	1	0.122561	0.036525	3.3556	0.0008
BLK	1	-0.062382	0.038200	-1.6331	0.1025
OTH	1	-0.044982	0.056528	-0.7957	0.4262

Table B.5---continued

MODEL: MODEL01	SSE	0383.81	F RATIO	59.40	VARIABLE
DEP VAR: V41	DPE	6970	PROB>F	0.0001	LABEL
	MSR	1.202842	R-SQUARE	0.1266	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	
INTERCEPT	1	3.641393	30.3065	0.0001	
FOLPRACT	1	-0.041271	-0.7673	0.4429	
FOLUP1	1	0.023517	0.6926	0.4886	
SACTO	1	-0.044125	-1.1331	0.2572	
SUPER	1	0.786557	21.4837	0.0001	
V152	1	0.012744	0.6900	0.4902	
V156W	1	-0.057813	-1.0265	0.0678	
V157C	1	-0.051369	-2.0721	0.0383	
V159A	1	-0.124120	-3.2758	0.0011	
V160	1	0.008641867	0.9162	0.3596	
V161	1	-0.023688	-1.4974	0.1343	
V165	1	-0.099329	-2.5966	0.0094	
V168	1	-0.0081909	-0.6477	0.5172	
V169	1	-0.399922	-12.6510	0.0001	
V172	1	0.006551052	0.7501	0.4532	
WHS	1	0.247301	6.4533	0.0001	
BLK	1	0.219458	5.4756	0.0001	
OTH	1	0.093916	1.5835	0.1133	

Table B.5--continued

MODEL:	MODEL01	SSR	5840.435	F RATIO	26.30	
DEP VAR:	V42	DFF	6970	PROB>F	0.0001	
		MSE	0.837939	R-SQUARE	0.0603	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.681645	0.100285	36.7120	0.0001	
FOLPRACT	1	0.016410	0.044893	0.3655	0.7147	
POLUP1	1	0.031164	0.028340	1.0996	0.2715	
SACTO	1	-0.024945	0.032503	-0.7675	0.4428	
SUPER	1	0.246477	0.030558	8.0659	0.0001	
V152	1	-0.034473	0.015416	-2.2361	0.0254	
V156W	1	0.062689	0.026418	2.3730	0.0177	
V157C	1	0.126083	0.020692	6.0933	0.0001	
V159A	1	0.101849	0.031624	3.2206	0.0013	
V160	1	-0.029207	0.007873028	-3.7098	0.0002	
V161	1	-0.026214	0.013204	-1.9854	0.0471	
V165	1	-0.022576	0.031928	-0.7071	0.4795	
V168	1	0.040373	0.010555	3.8248	0.0001	
V169	1	-0.093590	0.026385	-3.5471	0.0004	
V172	1	0.037145	0.007288991	5.0961	0.0001	
WHS	1	-0.169392	0.031985	-5.2960	0.0001	
BLK	1	-0.254060	0.033452	-7.5948	0.0001	
OTH	1	-0.207591	0.049502	-4.1936	0.0001	



Table B.5--continued

MODEL:	MODEL01	SSE	9289.206	F RATIO	22.92	VARIABLE LABEL
DEP VAR:	V43	DFE	6970	PROB>F	0.0001	
		MSE	1.332741	R-SQUARE	0.0530	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.88273	0.126474	30.7516	0.0001	
POLYFACT	1	0.068127	0.056616	1.2033	0.2289	
POLUP1	1	-0.092578	0.035741	-2.5903	0.0096	
SLACTO	1	-0.128828	0.040991	-2.9477	0.0032	
SUPER	1	0.272059	0.038538	7.0595	0.0001	
V152	1	-0.068974	0.019442	-3.5476	0.0004	
V156W	1	0.180864	0.033317	5.4285	0.0001	
V157C	1	0.050455	0.026096	1.9335	0.0532	
V159A	1	-0.028042	0.039883	-0.7031	0.4820	
V160	1	0.001693913	0.009929068	0.1706	0.8645	
V161	1	-0.089555	0.016652	-5.3781	0.0001	
V165	1	0.128159	0.040266	3.1828	0.0015	
V168	1	0.00490077	0.013312	0.3681	0.7128	
V169	1	0.058860	0.033275	1.7689	0.0770	
V172	1	-0.038818	0.009192509	-4.2228	0.0001	
WHB	1	0.098688	0.040338	2.4465	0.0144	
BLK	1	-0.286896	0.042188	-6.8005	0.0001	
OTH	1	-0.305239	0.062429	-4.8894	0.0001	

Table B.5--continued

MODEL: MODEL01	SSE	4460.506	F RATIO	22.45	VARIABLE LABEL
DEP VAR: V44	DPE	6970	PROB>F	0.0001	
	MSE	0.639958	R-SQUARE	0.0519	
VARIABLE	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	3.653303	0.087640	41.6852	0.0001	
FOLPRACT	-0.036899	0.039232	-0.9405	0.3470	
FOLUP1	0.026755	0.024767	1.0803	0.2801	
SACTO	-0.101416	0.028405	-3.5704	0.0004	
SUPER	0.145448	0.026705	5.4465	0.0001	
V152	-0.029850	0.013473	-2.2156	0.0267	
V156W	0.127097	0.023087	5.5051	0.0001	
V157C	0.120120	0.018083	6.6427	0.0001	
V159A	0.095376	0.027637	3.4510	0.0006	
V160	-0.016291	0.00680361	-2.3678	0.0179	
V161	-0.00164737	0.011539	-0.1428	0.8865	
V165	-0.017308	0.027903	-0.6203	0.5351	
V168	0.034584	0.009224595	3.7491	0.0002	
V169	0.016666	0.023058	0.7228	0.4698	
V172	0.018234	0.00636962	2.8625	0.0042	
WHS	-0.040528	0.027952	-1.4499	0.1471	
BLK	-0.086844	0.029234	-2.9706	0.0030	
OTH	-0.088170	0.043260	-2.0381	0.0416	

Table B.5--continued

MODEL:	MODEL01		SSE	6768.008	F RATIO	24.30	
DEP VAR:	V45		DPE	6970	PROB>F	0.0001	
			MSE	0.971020	R-SQUARE	0.0559	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	2.975894	0.107955	27.5661	0.0001		
FOLPRACT	1	-0.149375	0.040326	-3.0910	0.0020		
FOLUP1	1	0.027365	0.030508	0.8970	0.3698		
RACTO	1	-0.153469	0.034989	-4.3863	0.0001		
SUPER	1	-0.020342	0.032895	-0.6184	0.5363		
V152	1	-0.090865	0.016596	-5.4752	0.0001		
V156W	1	0.204584	0.028439	7.1939	0.0001		
V157C	1	-0.028415	0.022275	-1.2756	0.2021		
V159A	1	-0.082686	0.034043	-2.4289	0.0152		
V160	1	0.008726354	0.008475193	1.0296	0.3032		
V161	1	-0.034583	0.014213	-2.4331	0.0150		
V165	1	-0.230685	0.034370	-6.7117	0.0001		
V168	1	0.087774	0.011363	7.7247	0.0001		
V169	1	0.146947	0.028403	5.1737	0.0001		
V172	1	-0.00773572	0.007846486	-0.9859	0.3242		
WHS	1	0.028324	0.034432	0.8226	0.4107		
BLK	1	0.073969	0.036010	2.0541	0.0400		
OTH	1	-0.158172	0.053288	-2.9683	0.0030		

Table B.5--continued

MODEL	MODEL01	SSE	8122.617	F RATIO	32.73	
DEP VAR: V46		DFE	6970	PROB>F	0.0001	
		MSR	1.165368	R-SQUARE	0.0739	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.035482	0.110266	25.6666	0.0001	
FOLPRACT	1	-0.044650	0.052942	-0.8434	0.3991	
FOLUP1	1	0.024057	0.033421	0.7198	0.4717	
SACTO	1	-0.344193	0.030330	-8.9796	0.0001	
SUPER	1	0.251031	0.036037	6.9881	0.0001	
V152	1	-0.115130	0.010101	-6.3326	0.0001	
V156W	1	0.085489	0.031155	2.7440	0.0061	
V157C	1	-0.010807	0.024402	-0.4429	0.6579	
V159A	1	-0.115878	0.037295	-3.1071	0.0019	
V160	1	0.004942118	0.009284685	0.5323	0.5945	
V161	1	0.019238	0.015571	1.2355	0.2167	
V165	1	0.102945	0.037653	2.7340	0.0063	
V168	1	0.062916	0.012448	5.0543	0.0001	
V169	1	-0.040752	0.031116	-1.3097	0.1903	
V172	1	-0.048068	0.008595928	-5.5919	0.0001	
WH9	1	0.229743	0.037720	6.0908	0.0001	
BLK	1	-0.022941	0.039450	-0.5815	0.5609	
OTH	1	0.015968	0.050377	0.2735	0.7845	

Table B.5--continued

MODEL:	MODEL01	SSE	10908.76	F RATIO	10.28	VARIABLE LABEL
DEP VAR:	V47	DFF	6970	PROB>F	0.0001	
		MSE	1.565102	R-SQUARE	0.0245	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.236563	0.137056	23.6148	0.0001	
FOLPRACT	1	-0.060312	0.061354	-1.1134	0.2656	
FOLUP1	1	-0.011579	0.038731	-0.2989	0.7650	
SACTO	1	-0.091192	0.044421	-2.0529	0.0401	
SUPER	1	0.065985	0.041763	1.5800	0.1142	
V152	1	0.106350	0.021069	5.0476	0.0001	
V156W	1	-0.222671	0.036105	-6.1673	0.0001	
V157C	1	0.016490	0.028279	0.5831	0.5598	
V159A	1	-0.023111	0.043220	-0.5347	0.5929	
V160	1	-0.017760	0.010760	-1.6506	0.0989	
V161	1	-0.019962	0.018045	-1.1062	0.2687	
V165	1	-0.080555	0.043636	-1.8461	0.0649	
V168	1	0.039840	0.014426	2.7617	0.0058	
V169	1	0.088603	0.036059	2.4572	0.0140	
V172	1	-0.020661	0.009961678	-2.0740	0.0381	
WHS	1	0.030240	0.043713	0.6918	0.4891	
BLK	1	-0.191104	0.045718	-4.1801	0.0001	
OTH	1	-0.259095	0.067653	-3.8298	0.0001	

Table B.5--continued

MODEL:	MODEL01	SSE	8682.821	F RATIO	31.45
DEP VAR:	V48	DFE	6970	PROB>F	0.0001
		MSE	1.245742	R-SQUARE	0.0712
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.810231	0.122276	22.9827	0.0001
POLPRACT	1	-0.164464	0.054737	-3.0046	0.0027
POLUP1	1	0.000638886	0.034555	0.0183	0.9854
SACTO	1	-0.249551	0.039630	-6.2970	0.0001
SUPER	1	0.099743	0.037259	2.6770	0.0074
V152	1	-0.038586	0.018797	-2.0528	0.0401
V156W	1	-0.043267	0.032211	-1.3432	0.1792
V157C	1	0.082691	0.025230	3.2775	0.0011
V159A	1	-0.133876	0.038559	-3.4719	0.0005
V160	1	-0.00131043	0.009599522	-0.1365	0.8914
V161	1	0.042980	0.016099	2.6697	0.0076
V165	1	0.058604	0.038930	1.5054	0.1323
V168	1	0.058419	0.012870	4.5391	0.0001
V169	1	-0.118983	0.032171	-3.6985	0.0002
V172	1	-0.059914	0.0088741	-6.7415	0.0001
W18	1	0.314991	0.038999	8.0769	0.0001
BLK	1	0.262277	0.040788	6.4303	0.0001
OTH	1	0.084218	0.060357	1.3953	0.1630

Table B.5--continued

MODEL:	MODEL01	SSE	6326.001	F RATIO	0.52	VARIABLE
DEP VAR:	V49	DFT	6970	PROB>F	0.0001	LABEL
		MSE	0.907604	R-SQUARE	0.0204	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.841131	0.104370	36.8030	0.0001	
FOLPRACT	1	-0.014734	0.046722	-0.3154	0.7525	
FOLUP1	1	-0.012137	0.029494	-0.4115	0.6807	
SACTO	1	-0.083242	0.033827	-2.4608	0.0139	
SUPER	1	0.039738	0.031803	1.2495	0.2115	
V152	1	0.002468975	0.016045	0.1539	0.8777	
V156W	1	0.050429	0.027494	1.8342	0.0667	
V157C	1	0.069430	0.021535	3.2240	0.0013	
V159A	1	0.022377	0.032913	0.6799	0.4966	
V160	1	-0.00279874	0.00819371	-0.3416	0.7327	
V161	1	-0.061949	0.013742	-4.5082	0.0001	
V165	1	0.068709	0.033229	2.0677	0.0387	
V168	1	0.018310	0.010986	1.6668	0.0956	
V169	1	-0.028470	0.027460	-1.0368	0.2999	
V172	1	0.006797879	0.00758594	0.8961	0.3702	
WHS	1	-0.178133	0.033288	-5.3513	0.0001	
BLK	1	-0.149083	0.034815	-4.2822	0.0001	
OTH	1	-0.242977	0.051518	-4.7163	0.0001	

Table B.5--continued

MODEL:	MODEL01	SSE	8883.455	F RATIO	33.56
DEP VAR: V50		DFE	6970	PROB>F	0.0001
		MSE	1.274527	R-SQUARE	0.0757
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.859537	0.123681	23.1203	0.0001
FOLPBLCT	1	0.007440	0.055366	1.5793	0.1143
FOLUPF1	1	0.012496	0.034952	0.3575	0.7207
RAC70	1	-0.364308	0.040085	-9.0903	0.0001
SUPER	1	0.432746	0.037687	11.4827	0.0001
V152	1	-0.057758	0.019013	-3.0378	0.0024
V156W	1	0.000288	0.032581	2.7098	0.0067
V157C	1	0.018544	0.025519	0.7267	0.4674
V159A	1	-0.124122	0.039002	-3.1824	0.0015
V160	1	-0.020001	0.009709796	2.0599	0.0394
V161	1	-0.00437342	0.016284	-0.2686	0.7883
V165	1	0.156947	0.039377	3.9857	0.0001
V168	1	0.071390	0.013018	5.4839	0.0001
V169	1	-0.061680	0.032540	-1.8955	0.0581
V172	1	-0.040357	0.00889504	-4.4893	0.0001
WH3	1	-0.00436303	0.039447	-0.1106	0.9119
BLK	1	-0.081966	0.041256	-1.9868	0.0470
OTH	1	-0.021826	0.061050	-0.3575	0.7207



Table B.5--continued

MODEL:	MODEL01	SSE	8780.556	F RATIO	8.67
DEP VAR:	V51	DFE	6979	PROB>F	0.0001
		MSE	1.258140	R-SQUARE	0.0207
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.771213	0.122804	22.5661	0.0001
POLYFACT	1	-0.025350	0.054974	-0.4611	0.6447
POLUP1	1	0.072745	0.034704	2.0962	0.0361
SACTO	1	0.070132	0.039801	1.7621	0.0781
SUPER	1	-0.209937	0.037420	-5.6103	0.0001
V152	1	0.015325	0.018878	0.8118	0.4169
V156W	1	0.065108	0.032350	2.0126	0.0442
V157C	1	0.054893	0.025338	2.1664	0.0303
V159A	1	-0.019610	0.038726	-0.5064	0.6126
V160	1	-0.011829	0.009640964	-1.2269	0.2199
V161	1	-0.023392	0.016169	-1.4591	0.1446
V165	1	-0.021601	0.039098	-0.5525	0.5806
V168	1	-0.045370	0.012926	-3.5100	0.0005
V169	1	-0.164407	0.032310	-5.0885	0.0001
V172	1	0.033496	0.008925777	3.7528	0.0002
WHS	1	-0.031967	0.039167	-0.8162	0.4144
BLK	1	-0.156049	0.040964	-3.8094	0.0001
OTH	1	-0.107781	0.060617	-1.7780	0.0754

Table B.5--continued

MODEL:	MODEL01	SSE	7216.918	F RATIO	35.75	
DEP VAR:	V52	DFF	6979	PROB>F	0.0001	
		MSE	1.034091	R-SQUARE	0.0801	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	4.107569	0.111334	36.8941	0.0001	
FOLPFACT	1	0.112435	0.049839	2.2560	0.0241	
FOLUP1	1	-0.077651	0.031462	-2.4680	0.0136	
BACTO	1	0.086079	0.036084	2.3855	0.0171	
SUPER	1	-0.360648	0.033925	-10.6308	0.0001	
V152	1	0.122500	0.017115	7.1574	0.0001	
V156W	1	-0.043699	0.029329	-1.4900	0.1363	
V157C	1	-0.082934	0.022972	-3.6103	0.0003	
V159A	1	0.069070	0.035109	1.9389	0.0526	
V160	1	-0.000922637	0.00874081	-0.0106	0.9916	
V161	1	0.009486208	0.014658	0.6472	0.5176	
V165	1	-0.132582	0.035446	-3.7404	0.0002	
V168	1	-0.124362	0.011718	-10.6125	0.0001	
V169	1	0.004617329	0.029292	0.1576	0.8748	
V172	1	0.028637	0.00892094	3.5389	0.0004	
WMS	1	-0.240525	0.035509	-6.7736	0.0001	
BLK	1	0.110393	0.037138	2.9725	0.0030	
OTH	1	0.036862	0.054956	0.6708	0.5024	

Table B.5--continued

MODEL:	MODEL01	SSE	4732.118	F RATIO	23.98
DEP VAR:	V53	DFE	6979	PROB>F	0.0001
		MSE	0.678051	R-SQUARE	0.0552
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.703330	0.090153	41.0784	0.0001
FOLPRACT	1	-0.00997267	0.040357	-0.2471	0.8048
FOLUP1	1	-0.037950	0.025477	-1.4896	0.1364
SACTO	1	-0.087495	0.029219	-2.9945	0.0028
SUPER	1	0.294053	0.027471	10.7043	0.0001
V152	1	-0.023351	0.013859	-1.6849	0.0921
V156W	1	0.090367	0.023749	3.8051	0.0001
V157C	1	0.092855	0.018601	4.9918	0.0001
V159A	1	0.003196717	0.028429	0.1124	0.9105
V160	1	-0.017309	0.007077619	-2.4455	0.0145
V161	1	-0.021444	0.011070	-1.8066	0.0709
V165	1	0.030350	0.028703	1.0574	0.2904
V168	1	0.037981	0.009489062	4.0026	0.0001
V169	1	-0.061788	0.023719	-2.6050	0.0092
V172	1	0.014325	0.006552587	2.1862	0.0288
WHB	1	0.066920	0.028753	2.3274	0.0200
BLK	1	-0.028280	0.030072	-0.9404	0.3471
OTH	1	-0.055313	0.044500	-1.2430	0.2139

Table B.5--continued

MODEL:	MODEL01	SSE	7617.296	F RATIO	40.40
DEP VAR:	V54	DFE	6979	PROB>F	0.0001
		MSE	1.091460	R-SQUARE	0.0896
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.582651	0.114380	31.3222	0.0001
POLPRACT	1	-0.041148	0.051203	-0.8036	0.4216
POLUP1	1	-0.032695	0.032323	-1.0115	0.3118
SACTO	1	-0.238984	0.037071	-6.4466	0.0001
SUPER	1	0.262293	0.034853	7.5257	0.0001
V152	1	-0.047431	0.017583	-2.6975	0.0070
V156W	1	-0.039384	0.030131	-1.3071	0.1912
V157C	1	0.173094	0.023600	7.3343	0.0001
V159A	1	-0.102950	0.036069	-2.8542	0.0043
V160	1	0.002171904	0.008979659	0.2419	0.8089
V161	1	-0.034282	0.015060	-2.2764	0.0229
V165	1	0.130352	0.036416	3.5795	0.0003
V168	1	0.104589	0.012039	8.6874	0.0001
V169	1	-0.079207	0.030093	-2.6321	0.0085
V172	1	-0.052981	0.00831353	-6.3729	0.0001
WHS	1	0.213170	0.036481	5.8434	0.0001
BLK	1	-0.123475	0.038154	-3.2362	0.0012
OTH	1	-0.188924	0.056460	-3.3462	0.0008

Table B.5--continued

MODEL:	MODEL01	SSE	9992.581	F RATIO	60.58
DEP VAR:	V55	DPE	6979	PROB>F	0.0001
		MSE	1.431807	R-SQUARE	0.1286
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.189380	0.131006	16.7121	0.0001
FOLPRACT	1	0.071323	0.058645	1.2162	0.2240
FOLUP1	1	-0.097430	0.037022	-2.6317	0.0085
SACTO	1	-0.255994	0.042460	-6.0291	0.0001
SUPER	1	0.556883	0.039919	13.9504	0.0001
V152	1	-0.034648	0.020139	-1.7204	0.0854
V156W	1	0.256004	0.034511	7.4180	0.0001
V157C	1	0.241661	0.027031	8.9402	0.0001
V159A	1	-0.019887	0.041312	-0.4814	0.6303
V160	1	0.023048	0.010285	2.2410	0.0251
V161	1	0.034216	0.017248	1.9837	0.0473
V165	1	0.148864	0.041709	3.5691	0.0004
V168	1	0.023312	0.013789	1.6906	0.0910
V169	1	-0.116444	0.034467	-3.3784	0.0007
V172	1	-0.024274	0.009521906	-2.5493	0.0108
WHS	1	0.025328	0.041783	0.6062	0.5444
BLK	1	-0.237220	0.043699	-5.4284	0.0001
OTH	1	-0.085221	0.064666	-1.3179	0.1876

Table B.5--continued

MODEL:	MODEL01	SSE	8168.322	F RATIO	30.3H
DEP VAR:	VSC	DFT	6979	PROB>F	0.0001
		MSE	1.170414	R-SQUARE	0.0689
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.129159	0.118445	26.4186	0.0001
FOLPRACT	1	0.092147	0.053022	1.7379	0.0823
FOLUP1	1	-0.065029	0.033472	-1.9428	0.0521
RACFO	1	-0.099731	0.038389	-2.5979	0.0094
SUPER	1	0.443261	0.036092	12.2816	0.0001
V152	1	-0.00467504	0.018208	-0.2568	0.7974
V156M	1	0.019239	0.031202	0.6166	0.5375
V157C	1	0.070384	0.024439	2.8800	0.0040
V159A	1	-0.122390	0.037351	-3.2767	0.0011
V160	1	-0.00945466	0.00929877	-1.0168	0.3093
V161	1	0.021617	0.015595	1.3862	0.1657
V165	1	0.039196	0.037710	1.0394	0.2987
V168	1	0.012948	0.012467	1.0386	0.2990
V169	1	-0.269478	0.031163	-8.6475	0.0001
V172	1	-0.016221	0.008608975	-1.8842	0.0596
WHS	1	0.218655	0.037777	5.7880	0.0001
BLK	1	0.027832	0.039510	0.7044	0.4812
OTH	1	-0.000647008	0.058466	-0.0111	0.9912

Table B.5--continued

MODEL:	MODEL01		SSE	9765.109	F RATIO	22.64	
DEP VAR:	V57		DPE	6979	PROB>F	0.0001	
			MSE	1.399213	R-SQUARE	0.0523	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	3.684751	0.129506	28.4523	0.0001		
FOLPRACT	1	-0.057183	0.057974	-0.9864	0.3240		
FOLUP1	1	0.022308	0.036598	0.6095	0.5422		
BACTO	1	0.111686	0.041973	2.6609	0.0078		
SUPER	1	-0.453422	0.039462	-11.4901	0.0001		
V152	1	0.047417	0.019909	2.3817	0.0173		
V156W	1	-0.031235	0.034116	-0.9156	0.3599		
V157C	1	-0.121437	0.026721	-4.5446	0.0001		
V159A	1	0.046153	0.040839	1.1301	0.2585		
V160	1	0.00369268	0.010167	0.3632	0.7165		
V161	1	0.00374095	0.017051	0.2096	0.8340		
V165	1	-0.216371	0.041232	-5.2477	0.0001		
V168	1	-0.029395	0.013631	-2.1564	0.0311		
V169	1	0.010222	0.034073	0.3000	0.7642		
V172	1	0.036743	0.009412903	3.9034	0.0001		
WHS	1	0.049719	0.041305	1.2037	0.2287		
BLK	1	0.058284	0.043199	1.3492	0.1773		
OTH	1	0.148397	0.063926	2.3214	0.0203		

Table B.5--continued

MODEL	MODEL01	SSR	DF	MSR	8070.864	F RATIO	45.56
DEP VAR: V58		DF			6979	PROB>F	0.0001
		MSR			1.156450	R-SQUARE	0.0999
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	3.123394	0.117737	26.5287	0.0001		
POLPRACT	1	-0.00702723	0.052705	-0.1405	0.8819		
POLUP1	1	-0.010285	0.033272	-0.5496	0.5826		
SACTO	1	-0.274343	0.030159	-7.1095	0.0001		
SUPER	1	0.261437	0.035076	7.2873	0.0001		
V152	1	-0.039655	0.010099	-2.1910	0.0285		
V156W	1	-0.080065	0.031015	-2.5815	0.0099		
V157C	1	0.230580	0.024293	9.4916	0.0001		
V159A	1	-0.062511	0.037120	-1.6837	0.0923		
V160	1	-0.00752041	0.00924338	-0.8136	0.4159		
V161	1	-0.036635	0.015501	-2.3634	0.0181		
V165	1	0.137384	0.037485	3.6651	0.0002		
V168	1	0.124382	0.012392	10.0370	0.0001		
V169	1	-0.044271	0.030976	-1.4292	0.1530		
V172	1	-0.055125	0.00855766	-6.4417	0.0001		
WHS	1	0.101210	0.037551	4.8257	0.0001		
BLK	1	-0.196680	0.039273	-5.0080	0.0001		
OTH	1	-0.147304	0.050116	-2.5347	0.0113		



Table B.5--continued

MODEL:	MODEL01	SSR	7518.776	F RATIO	34.57
DEF VAR: V59		DFE	6979	PROB>F	0.0001
		MSE	1.077343	R-SQUARE	0.0777
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.934742	0.113638	17.0254	0.0001
FOLPRACT	1	-0.083408	0.050871	-1.6396	0.1011
FOLUP1	1	0.038793	0.032114	1.2080	0.2271
RACIO	1	-0.217505	0.036831	-5.9055	0.0001
SUPER	1	0.284857	0.034627	8.2265	0.0001
V152	1	-0.072548	0.017469	-4.1529	0.0001
V156W	1	-0.044213	0.029936	-1.4769	0.1397
V157C	1	0.123452	0.023447	5.2651	0.0001
V159A	1	-0.130393	0.035835	-3.6387	0.0003
V160	1	0.0886771	0.0089214	1.1061	0.2687
V161	1	0.060179	0.014962	4.0222	0.0001
V165	1	0.044686	0.036180	1.2351	0.2168
V168	1	0.081436	0.011961	6.8084	0.0001
V169	1	-0.035654	0.029898	-1.1925	0.2331
V172	1	-0.038625	0.008259593	-4.6763	0.0001
WHS	1	0.144789	0.036244	3.9948	0.0001
BLK	1	0.032023	0.037906	0.8448	0.3983
OTH	1	0.074312	0.056093	1.3248	0.1853

Table B.5--continued

MODEL:	MODEL01	SSE	9061.952	F RATIO	20.63
DEP VAR:	V60	DFE	6979	PROB>F	0.0001
		MSE	1.298460	R-SQUARE	0.0478
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.537031	0.124756	20.3359	0.0001
FOLFRAC	1	-0.331215	0.055040	-5.9307	0.0001
POLUP1	1	-0.037764	0.035256	-1.0712	0.2841
ACTO	1	0.041271	0.040434	1.0207	0.3074
SUPER	1	0.161565	0.038015	4.2501	0.0001
V152	1	-0.028298	0.019178	-1.4755	0.1401
V156W	1	0.048021	0.032865	1.4612	0.1440
V157C	1	0.056647	0.025741	2.2006	0.0278
V159A	1	-0.145333	0.039341	-3.6738	0.0002
V160	1	-0.016999	0.009794231	-1.7356	0.0827
V161	1	-0.031715	0.016426	-1.9308	0.0535
V165	1	0.095607	0.039720	2.4071	0.0161
V168	1	0.057991	0.013131	4.4162	0.0001
V169	1	0.101854	0.032823	3.1031	0.0019
V172	1	-0.056768	0.009067675	-6.2605	0.0001
WHS	1	0.340488	0.039790	8.5572	0.0001
BLK	1	0.111625	0.041615	2.6823	0.0073
OTH	1	0.035095	0.061581	0.5699	0.5688

Table B.5--continued

MODEL	MODEL01	SSE	9690.023	F RATIO	33.24
DEP VAR: V61		DFT	6979	PROB>F	0.0001
		MSR	1.388454	R-SQUARE	0.0749
VARIABLE	DP	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.354677	0.129007	26.0038	0.0001
FOLPRACT	1	-0.034418	0.057751	-0.5960	0.5512
FOLUP1	1	-0.00500372	0.036457	-0.1373	0.8908
SACTO	1	-0.190278	0.041812	-4.5508	0.0001
SUPER	1	0.504251	0.039310	12.8276	0.0001
V152	1	-0.057447	0.019832	-2.8967	0.0038
V156W	1	0.240929	0.033984	7.0894	0.0001
V157C	1	0.104685	0.026618	3.9322	0.0001
V159A	1	-0.089905	0.040682	-2.2100	0.0271
V160	1	-0.017577	0.010128	-1.7355	0.0827
V161	1	-0.032175	0.016985	-1.8943	0.0582
V165	1	0.061609	0.041073	1.5000	0.1337
V168	1	0.009550708	0.013579	0.7034	0.4819
V169	1	-0.046499	0.033942	-1.3700	0.1707
V172	1	-0.021386	0.009376644	-2.2808	0.0226
WHS	1	0.174235	0.041146	4.2346	0.0001
BLK	1	-0.120672	0.043033	-2.8042	0.0051
OTH	1	-0.159999	0.063679	-2.5126	0.0120

Table B.5--continued

MODEL	MODEL01	SSE	7102.167	F RATIO	39.45
DEP VAR: V62		DFZ	6979	PROB>F	0.0001
		MSR	1.017648	R-SQUARE	0.0877
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.767138	0.110445	25.0544	0.0001
FOLPRACT	1	0.017052	0.049441	0.3449	0.7302
FOLUP1	1	0.006136821	0.031211	0.1966	0.8441
SACTO	1	-0.193534	0.035796	-5.4066	0.0001
SUPER	1	0.390018	0.033654	11.8268	0.0001
V152	1	-0.016296	0.016978	-0.9598	0.3372
V156W	1	0.031333	0.029095	1.0769	0.2816
V157C	1	0.153118	0.022788	6.7191	0.0001
V159A	1	-0.078996	0.034828	-2.2682	0.0234
V160	1	-0.00634877	0.008670714	-0.7322	0.4641
V161	1	-0.019403	0.014541	-1.3344	0.1821
V165	1	0.007589	0.035163	2.4909	0.0128
V168	1	0.090361	0.011625	7.7731	0.0001
V169	1	0.004114887	0.029058	0.1416	0.8874
V172	1	0.040955	0.008027503	5.1018	0.0001
WHS	1	-0.011913	0.035226	-0.3382	0.7352
BLK	1	-0.117593	0.036841	-3.1919	0.0014
OTH	1	-0.218562	0.054517	-4.0091	0.0001

Table B.5--continued

MODEL:	MODEL01	SSE	6776.233	F RATIO	22.92	
DEP VAR:	V63	DPE	6979	PROB>F	0.0001	
		MSE	0.970946	R-SQUARE	0.0529	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.092327	0.107881	28.6642	0.0001	
POLPRACT	1	-0.000743653	0.048293	-0.0154	0.9877	
POLLUP1	1	0.049465	0.030487	1.6225	0.1047	
RACTO	1	-0.265171	0.034965	-7.5840	0.0001	
SUPER	1	0.001085222	0.032873	0.0330	0.9737	
V152	1	-0.029390	0.016584	-1.7722	0.0764	
V156W	1	-0.021531	0.028419	-0.7576	0.4487	
V157C	1	-0.099234	0.022259	-4.4581	0.0001	
V159A	1	-0.117966	0.034020	-3.4676	0.0005	
V160	1	0.008514637	0.00869419	1.0053	0.3148	
V161	1	0.020828	0.014204	1.4664	0.1426	
V165	1	-0.030595	0.034347	-0.8908	0.3731	
V168	1	0.012551	0.011355	1.1053	0.2691	
V169	1	-0.074132	0.020383	-2.6118	0.0090	
V172	1	-0.045326	0.00784114	-5.7805	0.0001	
WHB	1	0.262585	0.034408	7.6316	0.0001	
BLX	1	0.224984	0.035986	6.2520	0.0001	
OTH	1	0.086244	0.053251	1.6196	0.1054	

Table B.5--continued

MODEL:	MODEL01	SSE	7788.532	F RATIO	69.53
DEP VAR:	V64	DFE	6979	PROB>F	0.0001
		MSE	1.115995	R-SQUARE	0.1448
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.982584	0.115659	25.7877	0.0001
FOLPRMCT	1	-0.052750	0.051775	-1.0188	0.3083
FOLLUP1	1	-0.049045	0.032685	-1.5005	0.1335
SACTO	1	0.514717	0.037486	13.7311	0.0001
SUPER	1	0.188695	0.035243	5.3542	0.0001
V152	1	0.000385391	0.017780	0.0217	0.9827
V156W	1	-0.432765	0.030468	14.2039	0.0001
V157C	1	-0.219491	0.023864	-9.1975	0.0001
V159A	1	-0.023014	0.036473	-0.6310	0.5281
V160	1	-0.014947	0.009080029	-1.6462	0.0998
V161	1	0.007819055	0.015228	0.5135	0.6076
V165	1	-0.079034	0.036823	-2.1463	0.0319
V168	1	0.003758091	0.012174	0.3087	0.7576
V169	1	0.406456	0.030430	13.3572	0.0001
V172	1	-0.00877587	0.008406454	-1.0439	0.2965
WHS	1	-0.105248	0.036888	-2.8531	0.0043
BLK	1	-0.097381	0.038580	-2.5241	0.0116
OTH	1	-0.054884	0.057091	-0.9613	0.3364

Table B.5--continued

MODEL	MODEL01	SSE	6063.798	F RATIO	23.53	
DEP VAR: V65		DFE	6979	PROB>F	0.0001	
		MSE	0.868863	R-SQUARE	0.0542	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.807321	0.102053	27.5086	0.0001	
FOLPRACT	1	-0.047754	0.045684	-1.0453	0.2959	
FOLUP1	1	0.132486	0.028840	4.2472	0.0001	
RAC10	1	-0.181415	0.033076	-5.4849	0.0001	
SUPER	1	0.225693	0.031097	7.2578	0.0001	
V152	1	-0.147128	0.015688	-9.3782	0.0001	
V156W	1	-0.012092	0.026884	-0.4498	0.6529	
V157C	1	0.084923	0.021057	4.0330	0.0001	
V159A	1	-0.142306	0.032182	-4.4219	0.0001	
V160	1	0.001078631	0.008011832	0.1346	0.8929	
V161	1	0.001774673	0.013436	0.1321	0.8949	
V165	1	0.031700	0.032491	0.9757	0.3293	
V168	1	0.023579	0.010742	2.1951	0.0282	
V169	1	-0.00429356	0.026850	-0.1599	0.8730	
V172	1	0.018197	0.007417498	-2.4532	0.0142	
WHS	1	0.00650052	0.032549	0.1997	0.8417	
BLK	1	-0.00983786	0.034042	-0.2890	0.7726	
OTH	1	0.020962	0.050374	0.4161	0.6773	

Table B.5--continued

MODEL:	MODEL01	SSE	7730.836	F RATIO	91.93
DEP VAR:	V66	DFF	6979	PROB>F	0.0001
		MSE	1.107728	R-SQUARE	0.1830
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.327780	0.115230	20.2012	0.0001
FOLFRACF	1	0.047310	0.051503	0.9172	0.3591
FOLUP1	1	0.010416	0.032563	0.3199	0.7491
SACTO	1	-0.312030	0.037346	-8.3550	0.0001
SUPER	1	0.806539	0.035112	22.9706	0.0001
V152	1	-0.125514	0.017714	-7.0856	0.0001
V156W	1	0.113390	0.030355	3.7354	0.0002
V157C	1	0.146075	0.023776	6.1439	0.0001
V159A	1	-0.042128	0.036337	-1.1594	0.2464
V160	1	-0.00223394	0.009046335	-0.2469	0.8050
V161	1	-0.00392201	0.015171	-0.2585	0.7960
V165	1	0.264368	0.036687	7.2061	0.0001
V168	1	0.050069	0.012129	4.1282	0.0001
V169	1	0.005243825	0.030317	0.1730	0.8627
V172	1	-0.020637	0.008375259	-2.4640	0.0138
WHS	1	-0.050062	0.036752	-1.3622	0.1732
BLK	1	-0.361198	0.038437	-9.3971	0.0001
OTH	1	-0.151200	0.056879	-2.6583	0.0079



Table B.5--continued

MODEL:	MODEL01	SSE	7446.109	F RATIO	47.52	
DEP VAR: V67		DFZ	6979	PROB>F	0.0001	
		MSE	1.066931	R-SQUARE	0.1038	
VARIABLE	DP	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.704097	0.113088	23.9115	0.0001	
FOLPRACT	1	0.095466	0.050624	1.8858	0.0594	
FOLUP1	1	0.023988	0.031958	0.7506	0.4529	
SACTO	1	-0.042881	0.036652	-1.1699	0.2421	
SUPER	1	0.757218	0.034459	21.9744	0.0001	
V152	1	-0.044348	0.017385	-2.5510	0.0108	
V156W	1	0.050753	0.029791	1.7037	0.0885	
V157C	1	0.043513	0.023334	1.8648	0.0623	
V159A	1	-0.085890	0.035662	-2.4085	0.0160	
V160	1	-0.00324051	0.008878184	-0.3650	0.7151	
V161	1	-0.00994071	0.014889	-0.6676	0.5044	
V165	1	0.213120	0.036005	5.9192	0.0001	
V168	1	0.024168	0.011903	2.0304	0.0424	
V169	1	0.030685	0.029753	1.0313	0.3024	
V172	1	-0.027276	0.008219582	-3.3184	0.0009	
WH9	1	-0.054824	0.036068	-1.5200	0.1286	
BLK	1	-0.098573	0.037723	-2.6131	0.0090	
OTH	1	-0.086532	0.055822	-1.5501	0.1212	

Table B.5--continued

MODEL:	MODEL01	SSE	STANDARD	F RATIO	PROB> F	VARIABLE
DEP VAR:	V68	DPE	ERROR	PROB>F		LABEL
		MSR		B-SQUARE		
VARIABLE	DF	PARAMETER ESTIMATE		T RATIO		
INTERCEPT	1	3.302302	0.110542	27.0502	0.0001	
FOLPRACT	1	0.067795	0.053066	1.2776	0.2014	
FOLUP1	1	0.011211	0.033500	0.3347	0.7379	
SACTO	1	-0.090879	0.038420	-2.3654	0.0160	
SUPER	1	0.292196	0.036121	8.0893	0.0001	
V152	1	-0.020715	0.018223	-1.1367	0.2557	
V156W	1	0.033683	0.031228	1.0786	0.2808	
V157C	1	0.055631	0.024459	2.2744	0.0230	
V159A	1	-0.052481	0.037382	-1.4039	0.1604	
V160	1	0.000493445	0.009306398	0.0530	0.9577	
V161	1	-0.00677104	0.015607	-0.4338	0.6644	
V165	1	0.005606328	0.037741	0.1485	0.8819	
V168	1	0.004955806	0.012477	0.3972	0.6912	
V169	1	-0.030020	0.031188	-0.9626	0.3358	
V172	1	-0.012127	0.008616031	-1.4075	0.1593	
WHS	1	-0.030163	0.037808	-0.7978	0.4256	
BLK	1	-0.038281	0.039542	-0.9681	0.3330	
OTH	1	-0.055357	0.058514	-0.9460	0.3442	

Table B.5---continued

MODEL: MODEL01	SSE	8368 347	F RATIO	19.19	
DEP VAR: V69	DFE	6979	PROB>F	0.0001	
	MSR	1.199075	R-SQUARE	0.0446	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	4.199692	35.0304	0.0001	
FOLPRACT	1	-0.00475449	-0.0806	0.9294	
FOLUP1	1	-0.018139	-0.5354	0.5924	
SACTO	1	-0.282417	-7.2693	0.0001	
SUPER	1	-0.134685	-3.6869	0.0002	
V152	1	0.004719965	0.2561	0.7979	
V156W	1	-0.167748	-5.3115	0.0001	
V157C	1	-0.092077	-3.7223	0.0002	
V159A	1	-0.080254	-2.1228	0.0338	
V160	1	0.039812	4.2299	0.0001	
V161	1	0.003285215	0.2081	0.8351	
V165	1	0.009845611	0.2579	0.7965	
V168	1	-0.019040	-1.5089	0.1314	
V169	1	-0.214933	-6.8142	0.0001	
V172	1	0.026868	3.0834	0.0021	
WHS	1	0.125340	3.2780	0.0011	
BLK	1	-0.063331	-1.5836	0.1133	
OTH	1	0.096024	1.6226	0.1047	
			STANDARD ERROR		
			0.119887		
			0.053668		
			0.033879		
			0.038856		
			0.038531		
			0.018430		
			0.031582		
			0.024737		
			0.037806		
			0.009411943		
			0.015784		
			0.038169		
			0.012619		
			0.031542		
			0.008713746		
			0.038237		
			0.039991		
			0.059178		

Table B.5--continued

MODEL:	MODEL01	SSE	8096.535	F RATIO	37.76	
DEP VAR:	V70	DFE	6979	PROB>F	0.0001	
		MSE	1.160128	R-SQUARE	0.0842	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.723482	0.117924	23.0953	0.0001	
FOLPRACT	1	-0.181320	0.052789	-3.4348	0.0006	
FOLUP1	1	0.012510	0.033325	0.3754	0.7074	
RACTO	1	-0.336457	0.038220	-8.6033	0.0001	
SUPER	1	0.007062293	0.035933	0.1965	0.8442	
V152	1	-0.00082044	0.018128	-0.0453	0.9639	
V156W	1	-0.376239	0.031065	-11.9183	0.0001	
V157C	1	0.120424	0.024332	4.9493	0.0001	
V159A	1	-0.027026	0.037187	-0.7268	0.4674	
V160	1	-0.044002	0.009257827	-4.7529	0.0001	
V161	1	-0.026971	0.015526	-1.7371	0.0824	
V165	1	0.184704	0.037544	4.9196	0.0001	
V168	1	0.102775	0.012412	8.2802	0.0001	
V169	1	0.110371	0.031026	3.5574	0.0004	
V172	1	-0.030629	0.008571062	-3.5735	0.0004	
WHS	1	0.095068	0.037611	2.5277	0.0115	
BLK	1	-0.00800162	0.039336	-0.2034	0.8388	
OTH	1	-0.041892	0.058209	-0.7197	0.4717	

Table B.5--continued

MODEL	MODEL01	SSE	DFE	MSR	8903.052	F RATIO	31.16
DEP VAR:	V71	MSR	MSR	MSR	1.275692	PROB>F	0.0001
						R-SQUARE	0.0705
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T		
INTERCEPT	1	3.528060	0.123658	28.5374	0.0001		
FOLPRACT	1	0.018700	0.055356	0.3378	0.7355		
FOLUP1	1	-0.019591	0.034945	-0.5606	0.5751		
SACTO	1	-0.414285	0.040078	-10.3370	0.0001		
SUPER	1	0.328510	0.037680	8.7184	0.0001		
V152	1	-0.074657	0.019010	-3.9274	0.0001		
V156W	1	0.120372	0.032575	3.6952	0.0002		
V157C	1	0.027857	0.025515	1.0918	0.2749		
V159A	1	-0.060224	0.030995	-1.5444	0.1225		
V160	1	0.0005207137	0.009707981	0.0536	0.9572		
V161	1	-0.00549489	0.016281	-0.3375	0.7357		
V165	1	0.048967	0.039370	1.2438	0.2136		
V168	1	-0.022750	0.013016	-1.7479	0.0805		
V169	1	0.058239	0.032534	1.7901	0.0735		
V172	1	-0.060114	0.008987823	-6.6884	0.0001		
WHS	1	0.074801	0.039440	1.8966	0.0579		
BLK	1	-0.025330	0.041248	-0.6141	0.5392		
OTH	1	-0.095870	0.061039	-1.5706	0.1163		

Table B.5--continued

MODEL	MODEL01	SSE	4174.752	F RATIO	18.29
DEP VAR	V72	DFE	6979	PROB>F	0.0001
		MSE	0.598188	R-SQUARE	0.0427
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.900016	0.084677	46.0574	0.0001
FOLPRACT	1	-0.0038088	0.037906	-0.1005	0.9200
FOLUP1	1	-0.028746	0.023929	-1.2013	0.2297
RACTO	1	-0.169160	0.027444	-6.1638	0.0001
SUPER	1	0.208834	0.025802	8.0937	0.0001
V152	1	-0.052620	0.013017	-4.0423	0.0001
V156W	1	-0.00345924	0.022307	-0.1551	0.8768
V157C	1	0.046980	0.017472	2.6889	0.0072
V159A	1	0.014202	0.026703	0.5319	0.5948
V160	1	-0.011495	0.00664751	-1.7292	0.0838
V161	1	-0.014148	0.011149	-1.2690	0.2045
V165	1	0.010476	0.026959	0.3886	0.6976
V168	1	0.064500	0.008912732	7.2369	0.0001
V169	1	0.072556	0.022278	3.2568	0.0011
V172	1	0.006249949	0.006154608	1.0155	0.3099
WHS	1	0.020395	0.027007	0.7552	0.4502
BLK	1	0.013324	0.028246	0.4717	0.6372
OTH	1	-0.089772	0.041798	-2.1478	0.0318

Table B.5--continued

MODEL:	MODEL01	SSE	6845.575	F RATIO	26.87	VARIABLE LABEL
DEP VAR:	V73	DFT	6979	PROB>F	0.0001	
		MSE	0.980882	R-SQUARE	0.0614	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.653615	0.108432	33.6951	0.0001	
FOLPRACT	1	-0.026680	0.048540	-0.5497	0.5826	
FOLUP1	1	-0.043627	0.030642	-1.4238	0.1546	
SACTO	1	-0.086706	0.035143	-2.4672	0.0136	
SUPER	1	0.405121	0.033040	12.2614	0.0001	
V152	1	-0.00292978	0.016669	-0.1758	0.8605	
V156W	1	0.037706	0.028564	1.3200	0.1869	
V157C	1	0.034210	0.022373	1.5291	0.1263	
V159A	1	-0.100635	0.034193	-2.9431	0.0033	
V160	1	-0.014264	0.008512642	-1.6756	0.0939	
V161	1	0.007380843	0.014276	0.5170	0.6052	
V165	1	0.020192	0.034522	0.5849	0.5586	
V168	1	0.007587149	0.011413	0.6648	0.5062	
V169	1	-0.231765	0.028528	-8.1241	0.0001	
V172	1	-0.00868754	0.007881157	-1.1023	0.2704	
WMS	1	0.175869	0.034503	5.0854	0.0001	
BLK	1	0.064198	0.036169	1.7749	0.0760	
OTH	1	0.018869	0.053523	0.3525	0.7244	

Table B.5--continued

MODEL:	MODEL01	SSE	9085.262	F RATIO	51.35	VARIABLE LABEL
DEP VAR:	V74	DYE	6979	PROB>F	0.0001	
		MSE	1.301800	R-SQUARE	0.1112	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.928225	0.124917	23.4414	0.0001	
FOLPRACT	1	0.046659	0.055919	0.8344	0.4041	
FOLUP1	1	-0.022593	0.035301	-0.6400	0.5222	
SACTO	1	-0.274126	0.040486	-6.7709	0.0001	
SUPER	1	0.595555	0.038063	15.6463	0.0001	
V152	1	-0.063638	0.019203	-3.3139	0.0009	
V156M	1	0.274071	0.032907	8.3287	0.0001	
V157C	1	0.153678	0.025774	5.9624	0.0001	
V159A	1	-0.096415	0.039392	-2.4476	0.0144	
V160	1	0.015264	0.00906019	1.5565	0.1196	
V161	1	0.004502355	0.016447	0.2737	0.7843	
V165	1	0.111534	0.039771	2.8044	0.0051	
V168	1	0.012492	0.013148	0.9501	0.3421	
V169	1	-0.051319	0.032865	-1.5615	0.1185	
V172	1	-0.055351	0.00907933	-6.0964	0.0001	
WHS	1	0.069592	0.039841	1.7467	0.0807	
BLA	1	-0.096448	0.041668	-2.3147	0.0207	
OTH	1	-0.087138	0.061660	-1.4132	0.1576	



Table B.5--continued

MODEL:	MODEL01	SSE	9060.955	F RATIO	23.87	
DEP VAR:	V75	DFT	6979	PROB>F	0.0001	
		MSE	1.298317	R-SQUARE	0.0550	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.539565	0.124749	28.3734	0.0001	
FOLPRACT	1	0.116399	0.055844	2.0843	0.0372	
FOLUP1	1	-0.069705	0.035254	-1.9772	0.0481	
SACTO	1	-0.284990	0.040432	-7.0487	0.0001	
SUPER	1	0.397521	0.038013	10.4576	0.0001	
V152	1	-0.077526	0.019177	-4.0426	0.0001	
V156W	1	0.190008	0.032863	5.7819	0.0001	
V157C	1	0.064388	0.025740	2.5015	0.0124	
V159A	1	-0.059006	0.039339	-1.4999	0.1337	
V160	1	0.004113823	0.009793692	0.4200	0.6745	
V161	1	-0.028419	0.016425	-1.7302	0.0836	
V165	1	0.110429	0.039717	2.7804	0.0054	
V168	1	0.015655	0.013131	1.1923	0.2332	
V169	1	-0.027018	0.032821	-0.8232	0.4104	
V172	1	-0.044951	0.009067176	-4.9575	0.0001	
WHS	1	-0.011540	0.039788	-0.2900	0.7718	
BLK	1	0.008088041	0.041613	0.0194	0.9845	
OTH	1	-0.064646	0.061578	-1.0498	0.2938	

Table B.5--continued

MODEL:	MODEL01	SSE	8085.431	F RATIO	42.69
DFP VAR: V76		DFZ	6976	PROB>F	0.0001
		MSE	1.159035	R-SQUARE	0.0942
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.789355	0.117893	23.6600	0.0001
FOLPRACT	1	-0.020327	0.052775	-0.3852	0.7001
FOLUP1	1	-0.011059	0.033316	-0.3319	0.7399
SACTO	1	-0.209057	0.038210	-5.4713	0.0001
SUPER	1	0.517023	0.035923	14.3924	0.0001
V152	1	-0.117921	0.018123	-6.5065	0.0001
V156W	1	0.155215	0.031057	4.9978	0.0001
V157C	1	0.056158	0.024325	2.3086	0.0210
V159A	1	-0.094695	0.037177	-2.5471	0.0109
V160	1	0.011707	0.00925545	1.2649	0.2060
V161	1	0.048536	0.015522	3.1269	0.0018
V165	1	0.174560	0.037535	4.6506	0.0001
V168	1	0.062230	0.012409	5.791	0.0001
V169	1	0.012113	0.031018	0.3905	0.6962
V172	1	-0.040147	0.008568862	-4.6852	0.0001
WH9	1	0.058190	0.037601	1.5476	0.1218
BLK	1	0.024359	0.039326	0.6194	0.5357
OTH	1	-0.045522	0.058194	-0.7823	0.4341

Table B.5---continued

MODEL:	MODEL01	SSE	7306.926	F RATIO	17.61
DEP VAR:	V77	DFT	6976	PROB>F	0.0001
		MSR	1.047423	R-SQUARE	0.0411
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.447771	0.112073	30.7635	0.0001
FOLPRACT	1	-0.000810376	0.050170	-0.0162	0.9871
FOLUP1	1	-0.068073	0.031671	-2.1746	0.0297
SACTO	1	-0.250046	0.036323	-6.9059	0.0001
SUPER	1	0.173386	0.034150	5.0772	0.0001
V152	1	-0.067763	0.017229	-3.9332	0.0001
V156W	1	-0.00466617	0.029524	-0.1580	0.8744
V157C	1	0.045303	0.023124	1.9625	0.0497
V159A	1	-0.022955	0.035342	-1.2548	0.2096
V160	1	-0.044346	0.008798534	2.6089	0.0091
V161	1	0.011924	0.014756	0.8081	0.4191
V165	1	0.101814	0.035682	2.8534	0.0043
V168	1	0.037069	0.011796	3.2102	0.0013
V169	1	-0.031470	0.029486	-1.0673	0.2859
V172	1	-0.023581	0.008145841	-2.8949	0.0038
WHS	1	0.032022	0.035745	0.8959	0.3704
BLK	1	-0.072192	0.037384	-1.9311	0.0535
OTH	1	-0.133981	0.055321	-2.4219	0.0155

Table B.5--continued

MODEL:	MODEL01	SSE	7629.686	F RATIO	20.97	
DEP VAR:	V78	DFZ	6976	PROB>F	0.0001	
		MSR	1.093705	R-SQUARE	0.0486	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.242577	0.114523	28.3138	0.0001	
FOLPBLCT	1	-0.132666	0.051266	-2.5878	0.0097	
FOLUP1	1	0.028822	0.032364	0.8906	0.3732	
SACTO	1	-0.229695	0.037117	-6.1883	0.0001	
SUPER	1	0.249267	0.034896	7.1431	0.0001	
V152	1	-0.045619	0.017605	-2.5912	0.0096	
V156W	1	0.027757	0.030169	0.9200	0.3576	
V157C	1	0.00449366	0.023630	0.1902	0.8492	
V159A	1	-0.077122	0.036114	-2.1355	0.0328	
V160	1	0.002513941	0.00890819	0.0280	0.9777	
V161	1	-0.042964	0.015078	-2.8494	0.0044	
V165	1	-0.015014	0.036461	-0.4118	0.6805	
V168	1	0.080080	0.012054	6.6434	0.0001	
V169	1	0.012170	0.030131	0.4039	0.6863	
V172	1	-0.016809	0.008323862	-2.0193	0.0435	
WHB	1	0.186243	0.036526	5.0989	0.0001	
BLK	1	0.188691	0.038201	4.9394	0.0001	
OTH	1	0.022710	0.056530	0.4017	0.6879	

Table B.5--continued

MODEL:	MODEL01	SSR	6218.802	F RATIO	22.96
DEP VAR:	V79	DFZ	6976	PROB>F	0.0001
		MSE	0.891457	R-SQUARE	0.0530
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.092661	0.103393	20.2399	0.0001
FOLFRAC	1	-0.260264	0.046284	-5.6232	0.0001
FOLUP1	1	0.054013	0.029218	1.8486	0.0646
SACTO	1	0.142115	0.033510	4.2410	0.0001
SUPER	1	0.318382	0.031505	10.1057	0.0001
V152	1	-0.078869	0.015894	-4.9621	0.0001
V156W	1	0.124958	0.027237	4.5878	0.0001
V157C	1	0.095707	0.021333	4.4863	0.0001
V159A	1	-0.104168	0.032605	-3.1949	0.0014
V160	1	-0.00557522	0.00811707	-0.6869	0.4922
V161	1	-0.019480	0.013613	-1.4310	0.1525
V165	1	0.025683	0.032918	0.7802	0.4353
V168	1	0.047692	0.010883	4.3824	0.0001
V169	1	0.013597	0.027203	0.4999	0.6172
V172	1	-0.021216	0.00751493	-2.8231	0.0048
WHIS	1	0.224600	0.032976	6.8110	0.0001
BLK	1	0.025599	0.034489	0.7422	0.4580
OTH	1	-0.077024	0.051036	-1.5092	0.1313

Table B.5--continued

MODEL: MOOELO1	SSE	3712.87	F RATIO	26.55	
DEP VAR: V80	DPE	6976	PROB>F	0.0001	
	MSE	0.532235	R-SQUARE	0.0608	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.727270	46.6550	0.0001	
FOLPRACT	1	-0.070487	-1.9710	0.0480	
FOLUP1	1	-0.00792142	-0.3509	0.7257	
SLACTO	1	-0.070731	-2.7317	0.0063	
SUPER	1	0.192652	7.9139	0.0001	
V152	1	-0.031494	-2.5644	0.0104	
V156W	1	0.072126	3.4272	0.0006	
V157C	1	0.111444	6.7608	0.0001	
V159A	1	0.092367	3.6664	0.0002	
V160	1	-0.020644	-3.2915	0.0010	
V161	1	-0.015810	-1.5031	0.1329	
V165	1	0.002965725	0.1166	0.9072	
V168	1	0.035295	4.1974	0.0001	
V169	1	0.058931	2.8037	0.0051	
V172	1	0.017133	2.9505	0.0032	
WHS	1	-0.047641	-1.8697	0.0616	
BLK	1	-0.137858	-5.1731	0.0001	
OTH	1	-0.129952	-3.2954	0.0010	
			0.006271924		
			0.010518		
			0.025435		
			0.008408855		
			0.021019		
			0.00580666		
			0.025480		
			0.026649		
			0.039435		

Table B.5--continued

MODEL:	MODEL01	SSE	8855.349	F RATIO	52.22
DEP VAR:	V01	DFF	6976	PROB>F	0.0001
		MSE	1.269402	R-SQUARE	0.1129
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.981622	0.123379	16.0613	0.0001
FOLPFACT	1	-0.166471	0.055231	-3.0141	0.0026
FOLUP1	1	0.073522	0.034866	2.1087	0.0350
BACTO	1	-0.253725	0.039988	-6.3451	0.0001
SUPER	1	0.210035	0.037595	5.5868	0.0001
V152	1	-0.016315	0.018967	-0.8602	0.3897
V156W	1	-0.329639	0.032502	-10.1422	0.0001
V157C	1	0.372807	0.025457	14.6445	0.0001
V159A	1	-0.048094	0.038907	-1.2361	0.2165
V160	1	-0.030717	0.00968096	-3.1713	0.0015
V161	1	-0.015944	0.016244	-0.9815	0.3264
V165	1	0.178054	0.039281	4.5328	0.0001
V168	1	0.080392	0.012986	6.1905	0.0001
V169	1	0.157710	0.032461	4.8585	0.0001
V172	1	-0.042446	0.008967562	-4.7333	0.0001
WMB	1	0.003677954	0.039351	0.0935	0.9255
BLK	1	-0.293888	0.041155	-7.1409	0.0001
OTH	1	-0.103322	0.060901	-1.6965	0.0898

Table B.5--continued

MODEL	MODEL01	SSE	5738.904	F RATIO	27.46
DEP VAR: V02		DFE	6976	PROB>F	0.0001
		NSE	0.822664	R-SQUARE	0.0627
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.147248	0.099324	21.6187	0.0001
POLYBACT	1	-0.223511	0.044463	-5.0269	0.0001
POLUP1	1	0.048971	0.028068	1.7447	0.0811
BACTO	1	-0.031698	0.032191	-0.9847	0.3248
SUPER	1	0.242849	0.030265	8.0241	0.0001
V152	1	-0.096755	0.015269	-6.3368	0.0001
V156W	1	0.139132	0.026165	5.3175	0.0001
V157C	1	0.074088	0.020494	3.6151	0.0003
V159A	1	-0.125285	0.031321	-4.0000	0.0001
V160	1	-0.013765	0.00779759	-1.7653	0.0776
V161	1	0.002908712	0.013077	0.2224	0.8240
V165	1	0.080276	0.031622	2.5386	0.0112
V168	1	0.030338	0.010454	2.9020	0.0037
V169	1	-0.056230	0.026132	-2.1518	0.0314
V172	1	-0.013986	0.007219149	-1.9373	0.0527
WHIS	1	0.233953	0.031678	7.3853	0.0001
BLK	1	0.011325	0.033131	0.3418	0.7325
OTH	1	0.065149	0.049027	1.3288	0.1839



Table B.5--continued

MODEL:	MODEL01	SSE	9248.02	F RATIO	38.58	
DEP VAR:	V83	DPE	6976	PROB>F	0.0001	
		MSE	1.325691	R-SQUARE	0.0859	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.503069	0.126085	19.8523	0.0001	
POLPRACT	1	-0.026934	0.056442	-0.4772	0.6332	
POLUP1	1	0.025953	0.035631	0.7284	0.4664	
SACTO	1	0.031256	0.040865	0.7649	0.4444	
SUPER	1	0.213152	0.038419	5.5480	0.0001	
V152	1	0.035296	0.019303	1.8210	0.0686	
V156W	1	-0.160207	0.033215	-4.8234	0.0001	
V157C	1	0.114312	0.026015	4.3940	0.0001	
V159A	1	-0.00374601	0.039760	-0.0942	0.9249	
V160	1	-0.00955882	0.009898521	-0.9657	0.3342	
V161	1	0.055198	0.016601	3.3251	0.0009	
V165	1	-0.018298	0.040143	-0.4558	0.6485	
V168	1	0.144529	0.013271	10.8905	0.0001	
V169	1	-0.108222	0.033173	-3.2624	0.0011	
V172	1	-0.029916	0.009164229	-3.2645	0.0011	
WHS	1	-0.059121	0.040214	-1.4702	0.1416	
BLA	1	-0.345136	0.042058	-8.2062	0.0001	
OTH	1	-0.180663	0.062237	-2.9028	0.0037	

Table B.5--continued

MODEL	MODEL01	SSE	8868.423	F RATIO	39.14
DEP VAR: V84		DFE	6976	PROB>F	0.0001
		MSE	1.271276	R-SQUARE	0.0871
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.029946	0.123470	31.0193	0.0001
FOLPRACT	1	0.175511	0.055272	3.1754	0.0015
FOLUP1	1	0.014081	0.034892	0.4036	0.6866
ALCTO	1	0.209650	0.040017	5.2390	0.0001
SUPER	1	-0.525641	0.037623	-13.9714	0.0001
V152	1	0.017924	0.010981	0.9444	0.3450
V156W	1	-0.115183	0.032526	-3.5413	0.0004
V157C	1	-0.036072	0.025476	-1.4159	0.1568
V159A	1	-0.155630	0.030936	-3.9971	0.0001
V160	1	-0.00179558	0.009693244	-0.1852	0.8530
V161	1	-0.00742945	0.016256	-0.4570	0.6477
V165	1	-0.131776	0.039310	-3.3522	0.0008
V168	1	-0.037215	0.012996	-2.8636	0.0042
V169	1	0.016049	0.032485	0.4941	0.6213
V172	1	0.032608	0.00897418	3.6336	0.0003
WHS	1	-0.206194	0.039380	-5.2361	0.0001
BLK	1	-0.162260	0.041186	-3.9397	0.0001
OTH	1	-0.011344	0.060946	-0.1861	0.8523

Table B.5--continued

MODEL:	MODEL01	SSE	10786.55	F RATIO	35.84
DEP VAR:	V85	DFE	6976	PROB>F	0.0001
		MSE	1.546237	R-SQUARE	0.0803
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.786186	0.136169	20.4612	0.0001
FOLPRACT	1	0.054552	0.060957	0.8949	0.3709
FOLUP1	1	-0.014690	0.038481	-0.3818	0.7027
SACTO	1	0.421174	0.044133	9.5433	0.0001
SUPER	1	-0.221363	0.041492	-5.3350	0.0001
V152	1	0.088044	0.020933	4.2060	0.0001
V156W	1	0.146097	0.035871	4.0728	0.0001
V157C	1	-0.177187	0.028096	-6.3064	0.0001
V159A	1	-0.095148	0.042940	-2.2158	0.0267
V160	1	0.009489263	0.010890	0.8877	0.3748
V161	1	-0.00195928	0.017928	-0.1093	0.9130
V165	1	-0.133794	0.043353	-3.0861	0.0020
V168	1	-0.112841	0.014333	-7.8730	0.0001
V169	1	-0.012426	0.035826	-0.3468	0.7287
V172	1	0.048868	0.009897212	4.9376	0.0001
WHS	1	-0.068024	0.043430	-1.5663	0.1173
BLK	1	0.014296	0.045422	0.3147	0.7530
OTH	1	0.211074	0.067215	3.1403	0.0017

Table B.5--continued

MODEL:	MODEL01	SSE	9111.377	F RATIO	94.12	VARIABLE
DEP VAR:	V86	DFE	6976	PROB>F	0.0001	LABEL
		MSE	1.306103	R-SQUARE	0.1701	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.504651	0.125150	20.0132	0.0001	
FOLFRAC1	1	0.021301	0.056024	0.3802	0.7036	
FOLUP1	1	0.020268	0.035367	0.5731	0.5666	
SACTO	1	-0.374103	0.040562	-9.2231	0.0001	
SUPER	1	0.511605	0.038135	13.4158	0.0001	
V152	1	-0.0074901	0.019239	-0.3898	0.6967	
V156W	1	0.257067	0.032968	7.8217	0.0001	
V157C	1	0.343656	0.025822	13.3084	0.0001	
V159A	1	-0.101276	0.039465	-2.5662	0.0103	
V160	1	-0.00467869	0.009025122	-0.4762	0.6339	
V161	1	-0.00166195	0.016477	-0.1009	0.9197	
V165	1	0.096273	0.039845	2.4162	0.0157	
V168	1	0.095291	0.013173	7.2340	0.0001	
V169	1	-0.093309	0.032927	-2.8338	0.0046	
V172	1	-0.053289	0.009096275	-5.8584	0.0001	
WH8	1	0.130723	0.039915	3.2750	0.0011	
BLK	1	-0.084272	0.041746	-2.0187	0.0436	
OTN	1	-0.182270	0.061775	-2.9505	0.0032	

Table B.5--continued

MODEL:	MODEL01	SSE	7625.742	F RATIO	16.55	VARIABLE LABEL
DEP VAR:	V87	DFF	6976	PROB>F	0.0001	
		MSR	1.093140	R-SQUARE	0.0388	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.496088	0.114493	21.8012	0.0001	
FOLPSACT	1	-0.205894	0.051253	-4.0172	0.0001	
FOLUP1	1	0.034526	0.032355	1.0671	0.2860	
SACTO	1	-0.034536	0.037108	-0.9307	0.3520	
SUPER	1	-0.044615	0.034887	-1.2788	0.2010	
V152	1	-0.041948	0.017601	-2.3833	0.0172	
V156W	1	-0.180793	0.030161	-5.9942	0.0001	
V157C	1	0.227768	0.023624	9.6415	0.0001	
V159A	1	-0.086037	0.036105	-2.3830	0.0172	
V160	1	-0.011579	0.0088495	-1.2882	0.1977	
V161	1	-0.010861	0.015074	-0.7205	0.4712	
V165	1	0.129467	0.036452	3.5517	0.0004	
V168	1	0.067057	0.012051	5.5644	0.0001	
V169	1	0.040296	0.030123	1.3377	0.1810	
V172	1	-0.037914	0.008321711	-4.5560	0.0001	
WHS	1	-0.054845	0.036517	-1.5019	0.1332	
BLK	1	-0.016280	0.038191	-0.4263	0.6699	
OTH	1	-0.045333	0.056515	-0.8021	0.4225	

Table B.5--continued

MODEL:	MODEL01	SSE	F RATIO	51.42	
DEP VAR:	V88	DFE	PROB>F	0.0001	
		MSE	R-SQUARE	0.1113	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.897153	23.9030	0.0001	
FOLFRACT	1	0.116564	2.1483	0.0317	
POLUP1	1	-0.056862	-1.6601	0.0969	
SACTO	1	-0.438655	-11.1666	0.0001	
SUPER	1	0.514028	13.9181	0.0001	
V152	1	-0.103436	-5.5514	0.0001	
V156W	1	0.073148	2.2910	0.0220	
V157C	1	0.120046	4.8002	0.0001	
V159A	1	-0.108401	-2.8361	0.0046	
V160	1	-0.00811888	-0.8532	0.3936	
V161	1	0.008572373	0.5372	0.5912	
V165	1	0.154327	3.9993	0.0001	
V168	1	0.063021	4.9399	0.0001	
V169	1	-0.046555	-1.4599	0.1444	
V172	1	-0.061993	-7.0371	0.0001	
WHS	1	0.135221	3.4980	0.0005	
BLK	1	0.144935	3.5848	0.0003	
OTH	1	0.009350074	0.1563	0.8758	
		STANDARD ERROR			
		0.121205			
		0.054258			
		0.034252			
		0.039283			
		0.036932			
		0.018632			
		0.031929			
		0.025009			
		0.038221			
		0.009515408			
		0.015958			
		0.038589			
		0.012757			
		0.031889			
		0.008809536			
		0.038657			
		0.040430			
		0.059828			

Table B.5--continued

MODEL	MODEL01	SSE	7648.235	F RATIO	24.95	VARIABLE LABEL
DEP VAR: V89		DFE	6976	PROB>F	0.0001	
		NSE	1.096364	R-SQUARE	0.0573	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.918501	0.114662	34.1744	0.0001	
FOLPRACT	1	0.065380	0.051329	1.2737	0.2028	
FOLUP1	1	-0.063364	0.032403	-1.9555	0.0506	
SACTO	1	-0.272428	0.037162	-7.3307	0.0001	
SUPER	1	0.161089	0.034939	4.6106	0.0001	
V152	1	-0.000302613	0.017627	-0.0172	0.9863	
V156W	1	-0.124292	0.030205	-4.1149	0.0001	
V157C	1	-0.060719	0.033658	-2.9046	0.0037	
V159A	1	-0.140284	0.036158	-3.8797	0.0001	
V160	1	0.045746	0.009001742	5.0819	0.0001	
V161	1	0.0003707851	0.015097	0.0246	0.9804	
V165	1	0.090717	0.036506	2.4850	0.0130	
V168	1	0.020776	0.012069	1.7214	0.0852	
V169	1	-0.036490	0.030167	-1.2096	0.2265	
V172	1	-0.058001	0.008333974	-6.9595	0.0001	
WHIS	1	0.262146	0.016570	7.1683	0.0001	
BLK	1	0.099365	0.038248	2.5979	0.0094	
OTH	1	0.100267	0.056598	1.9129	0.0558	

Table B.5--continued

MODEL	MODEL01	SSE	7482.744	F RATIO	37.47	
DEP VAR.	V90	DFZ	6976	PROB>F	0.0001	
		MSE	1.072641	R-SQUARE	0.0837	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.382936	0.113414	29.8281	0.0001	
FOLPRACT	1	-0.034008	0.050770	-0.6698	0.5030	
FOLUP1	1	0.047572	0.032050	1.4843	0.1378	
SACTO	1	-0.235617	0.036758	-6.4099	0.0001	
SUPER	1	0.311433	0.034559	9.0117	0.0001	
V152	1	-0.014329	0.017435	-0.8218	0.4112	
V154W	1	0.070413	0.029877	2.3568	0.0185	
V157C	1	0.186857	0.023401	7.9850	0.0001	
V159A	1	-0.043824	0.035765	-1.2253	0.2205	
V160	1	0.006391866	0.008903821	0.7179	0.4729	
V161	1	-0.031315	0.014932	-2.0971	0.0360	
V165	1	-0.012187	0.036109	-0.3375	0.7357	
V168	1	0.098218	0.011937	8.2277	0.0001	
V169	1	-0.049085	0.029839	-1.6450	0.1000	
V172	1	-0.039859	0.008243317	-4.8353	0.0001	
WHS	1	0.197994	0.036173	5.4736	0.0001	
BLK	1	-0.00774351	0.037832	-0.2047	0.8378	
OTH	1	-0.079982	0.055983	-1.4287	0.1531	



Table B.5--continued

MODEL	MODEL01	SSE	8998.678	F RATIO	46.23
DEP VAR: V91		DF	6976	PROB>F	0.0001
		MSE	1.289948	R-SQUARE	0.1012
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.040141	0.124373	24.4437	0.0001
FOLPRACT	1	0.030062	0.055676	0.5399	0.5893
POLUP1	1	-0.020613	0.035147	-0.5865	0.5576
SACTO	1	-0.364236	0.040310	-9.0359	0.0001
SUPER	1	0.396239	0.037898	10.4554	0.0001
V152	1	-0.050322	0.019120	-2.6320	0.0085
V156W	1	0.130675	0.032764	3.9884	0.0001
V157C	1	0.227428	0.025662	8.8623	0.0001
V159A	1	-0.099291	0.039221	-2.5316	0.0114
V160	1	-0.0088798	0.009764169	-0.9072	0.3643
V161	1	-0.020200	0.016375	-1.2335	0.2174
V165	1	0.144371	0.039598	3.6459	0.0003
V168	1	0.042860	0.013091	3.2740	0.0011
V169	1	-0.071886	0.032722	-2.1968	0.0281
V172	1	-0.057907	0.009039843	-6.4057	0.0001
WHS	1	0.264508	0.039668	6.7941	0.0001
BLK	1	0.041843	0.041487	1.5086	0.3132
OTH	1	0.099083	0.061392	1.6139	0.1066

Table B.5--continued

MODEL:	MODEL01	SSE	9980.686	F RATIO	35.85	
DEF VAR: V92		DFE	6976	PROB>F	0.0001	
		MSE	1.430718	R-SQUARE	0.0803	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.814902	0.130984	21.4904	0.0001	
FOLPSACT	1	0.080949	0.058635	1.3805	0.1675	
FOLUP1	1	0.065595	0.037015	1.7721	0.0764	
SACTO	1	-0.300948	0.042452	-7.0890	0.0001	
SUPER	1	0.448816	0.039912	11.2451	0.0001	
V152	1	-0.069553	0.020136	-3.4542	0.0006	
V156W	1	0.166346	0.034505	4.8209	0.0001	
V157C	1	0.132372	0.027026	4.8979	0.0001	
V159A	1	-0.175527	0.041305	-4.2495	0.0001	
V160	1	-0.00356909	0.010283	-0.3471	0.7285	
V161	1	0.00727225	0.017246	0.4217	0.6732	
V165	1	0.142488	0.041702	3.4168	0.0006	
V168	1	0.058456	0.013787	4.2400	0.0001	
V169	1	-0.112826	0.034462	-3.2739	0.0011	
V172	1	-0.048977	0.009520324	-5.1445	0.0001	
WHS	1	0.129902	0.041776	3.1095	0.0019	
BLK	1	-0.030241	0.043692	-0.6921	0.4889	
OTH	1	0.035062	0.064655	0.5423	0.5876	

Table B.5--continued

MODEL	MODEL01	SSE	6008.851	F RATIO	22.61	VARIABLE LABEL
DEP VAR: V93		DPE	6976	PROB>F	0.0001	
		MSE	0.861360	R-SQUARE	0.0522	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.564768	0.101633	25.2356	0.0001	
FOLPRACT	1	0.064084	0.045496	1.4085	0.1590	
FOLUP1	1	-0.00861424	0.028721	-0.2999	0.7642	
RAC10	1	-0.054929	0.032940	-1.6676	0.0954	
SUPER	1	0.303589	0.030969	9.8031	0.0001	
V152	1	-0.094873	0.015624	-6.0724	0.0001	
V156W	1	0.219394	0.026773	8.1945	0.0001	
V157C	1	0.049882	0.020970	2.3787	0.0174	
V159A	1	-0.027005	0.032049	-0.8426	0.3995	
V160	1	-0.00391224	0.00797875	-0.4903	0.6239	
V161	1	-0.021164	0.013381	-1.5817	0.1138	
V165	1	0.059171	0.032358	1.8287	0.0675	
V168	1	0.071718	0.010697	6.7043	0.0001	
V169	1	0.053860	0.026739	2.0143	0.0440	
V172	1	-0.029316	0.007386986	-3.9685	0.0001	
WHS	1	0.056066	0.032415	1.7296	0.0837	
BLX	1	0.102993	0.033902	3.0380	0.0024	
OTH	1	-0.067698	0.050167	-1.3494	0.1772	

Table B.5--continued

MODEL:	MODEL01	SSE	8746.826	F RATIO	55.37
DEP VAR:	V94	DFE	6976	PROB>F	0.0001
		MSR	1.253845	R-SQUARE	0.1189
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.465001	0.122621	20.1027	0.0001
FOLPRACT	1	0.113396	0.054892	2.0658	0.0389
FOLUP1	1	0.020876	0.034652	0.6024	0.5469
SACTO	1	-0.163201	0.039742	-4.1065	0.0001
SUPER	1	0.772269	0.037364	20.6689	0.0001
V152	1	-0.108049	0.018850	-5.7320	0.0001
V156W	1	0.199826	0.032302	6.1862	0.0001
V157C	1	0.125212	0.025301	4.9489	0.0001
V159A	1	-0.047936	0.038668	-1.2397	0.2151
V160	1	-0.00128925	0.009626561	-0.1339	0.8935
V161	1	-0.022334	0.016144	-1.3834	0.1666
V165	1	0.156346	0.039040	4.0048	0.0001
V168	1	0.060272	0.012906	4.6699	0.0001
V169	1	0.012133	0.032261	0.3761	0.7069
V172	1	-0.038384	0.008912444	-4.3068	0.0001
WHS	1	0.087756	0.039109	2.2439	0.0249
BLK	1	0.005295044	0.040902	0.1295	0.8970
OTH	1	-0.044097	0.060527	-0.7285	0.4663

Table B.5--cont Inued

MODEL:	MODEL01	SSE	STANDARD	F RATIO	25.78	VARIABLE
DEP VAR:	V95	DFF	ERROR	PROB>F	0.0001	LABEL
		NSE		R-SQUARE	0.0591	
VARIABLE	DF	PARAMETER ESTIMATE		T RATIO	PROB> T	
INTERCEPT	1	3.291394	0.119416	27.5623	0.0001	
FOLPHACT	1	-0.090915	0.053457	-1.7007	0.0890	
POLUP1	1	-0.027670	0.033747	-0.8199	0.4123	
BACTO	1	-0.130964	0.038703	-3.3838	0.0007	
SUPER	1	0.362665	0.036388	9.9667	0.0001	
V152	1	-0.059137	0.018358	-3.2214	0.0013	
V156W	1	0.078120	0.031458	2.4833	0.0130	
V157C	1	0.115117	0.024640	4.6720	0.0001	
V159A	1	0.029239	0.037657	0.7764	0.4375	
V160	1	-0.018128	0.009375019	-1.9337	0.0532	
V161	1	-0.055849	0.015723	-3.5522	0.0004	
V165	1	-0.00786983	0.038020	-0.2070	0.8360	
V168	1	0.068527	0.012569	5.4519	0.0001	
V169	1	-0.041763	0.031418	-1.3293	0.1838	
V172	1	0.020346	0.008679561	2.3441	0.0191	
WHS	1	-0.035943	0.038087	-0.9437	0.3453	
BLK	1	-0.175594	0.039834	-4.4082	0.0001	
OTH	1	-0.364873	0.058945	-6.1892	0.0001	

Table B.5--continued

MODEL:	MODEL01	SSR	9982.305	F RATIO	25.85	
DEP VAR:	V96	DFE	6976	PROB>F	0.0001	
		MSE	1.430950	R-SQUARE	0.0593	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.054756	0.130995	23.3197	0.0001	
FOLPRACT	1	0.098264	0.058640	1.6757	0.0938	
FOLUP1	1	0.006041431	0.037018	0.1632	0.8704	
SACTO	1	-0.231455	0.042456	-5.4517	0.0001	
SUPER	1	0.436317	0.039916	10.9310	0.0001	
V152	1	-0.088894	0.020137	-4.4144	0.0001	
V156W	1	0.218313	0.034508	6.3264	0.0001	
V157C	1	0.088119	0.027028	3.2602	0.0011	
V159A	1	-0.014567	0.041309	-0.3526	0.7244	
V160	1	0.017028	0.010284	1.6558	0.0978	
V161	1	-0.029999	0.017247	-1.7394	0.0820	
V165	1	0.152286	0.041706	3.6514	0.0003	
V168	1	0.016116	0.013788	1.1688	0.2425	
V169	1	-0.055648	0.034464	-1.6205	0.1052	
V:72	1	-0.035743	0.009521096	-3.7541	0.0002	
WHIS	1	0.043542	0.041780	1.0422	0.2974	
BLK	1	-0.082858	0.043696	-1.8963	0.0580	
OTH	1	-0.130640	0.064660	-2.0204	0.0434	

Table B.5--continued

MODEL:	MODEL01	SSE	4051.128	F RATIO	22.06	
DEP VAR:	V97	DFF	6976	PROB>F	0.0001	
		MSE	0.580724	R-SQUARE	0.0510	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.682508	0.083450	44.1283	0.0001	
FOLPRACT	1	-0.038256	0.037357	-1.0241	0.3058	
FOLUP1	1	-0.035336	0.023583	-1.4984	0.1341	
RACTO	1	-0.021353	0.027046	-0.7895	0.4298	
SUPER	1	0.168509	0.025428	6.6269	0.0001	
V152	1	0.001738702	0.012829	0.1355	0.8922	
V156W	1	-0.031799	0.021983	-1.4465	0.1481	
V157C	1	0.074699	0.017218	4.3383	0.0001	
V159A	1	0.035684	0.026316	1.3560	0.1751	
V160	1	0.001161213	0.006551397	0.1772	0.8593	
V161	1	-0.019868	0.010987	-1.8083	0.0706	
V165	1	-0.079212	0.026569	-2.9814	0.0029	
V168	1	0.022478	0.008783549	2.5590	0.0105	
V169	1	-0.147015	0.021956	-6.6960	0.0001	
V172	1	0.053395	0.006065401	8.8032	0.0001	
WHS	1	0.079513	0.026616	2.9874	0.0028	
BLK	1	-0.025684	0.027836	-0.9227	0.3562	
OTH	1	-0.015862	0.041192	-0.3851	0.7002	

Table B.5--continued

MODEL:	MODEL01	SSE	5989.552	F RATIO	34.11
DEP VAR: V98		DFE	6976	PROB>F	0.0001
		MSR	0.858594	R-SQUARE	0.0767
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.533550	0.101469	34.8238	0.0001
FOLPBLACT	1	-0.015756	0.045423	-0.3469	0.7287
FOLUP1	1	0.017526	0.028675	0.6112	0.5411
BACTO	1	0.184346	0.032887	5.6055	0.0001
SUPER	1	-0.437805	0.030919	-14.1598	0.0001
V152	1	0.059394	0.015599	3.8076	0.0001
V156W	1	-0.066332	0.026730	-2.4815	0.0131
V157C	1	-0.063899	0.020936	-3.0521	0.0023
V159A	1	0.131260	0.031998	4.1021	0.0001
V160	1	0.014457	0.00796052	1.8149	0.0696
V161	1	0.00686938	0.013360	0.5005	0.6167
V165	1	-0.127158	0.032306	-3.9361	0.0001
V168	1	-0.056896	0.010680	-5.3273	0.0001
V169	1	0.007319497	0.026696	0.2742	0.7840
V172	1	0.021696	0.007375114	2.9418	0.0033
WH8	1	0.038889	0.032363	1.2017	0.2295
BLK	1	0.062858	0.033847	1.8571	0.0633
OTH	1	0.018159	0.050086	0.3625	0.7170



Table B.5--continued

MODEL:	MODEL01	SSE	8713.159	F RATIO	29.67	VARIABLE LABEL
DEP VAR:	V99	DFE	6976	PROB>F	0.0001	
		MSE	1.249019	R-SQUARE	0.0674	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.208993	0.122384	26.2198	0.0001	
FOLPRACT	1	-0.209902	0.054786	-3.8313	0.0001	
FOLUP1	1	0.019421	0.034585	0.5616	0.5744	
BACTO	1	-0.229057	0.039665	-5.7750	0.0001	
SUPER	1	0.309891	0.037292	8.3099	0.0001	
V152	1	-0.040700	0.018814	-2.1633	0.0306	
V156W	1	0.183447	0.032240	5.6901	0.0001	
V157C	1	0.046229	0.025252	1.8307	0.0672	
V159A	1	-0.111967	0.038593	-2.9012	0.0037	
V160	1	-0.017980	0.009608017	-1.8713	0.0613	
V161	1	-0.031031	0.016113	-1.9258	0.0542	
V165	1	0.055071	0.038964	1.4134	0.1576	
V168	1	0.068519	0.012882	5.3191	0.0001	
V169	1	-0.087488	0.032199	-2.7171	0.0066	
V172	1	-0.028305	0.00895275	-3.1820	0.0015	
WHS	1	0.127020	0.039033	3.2541	0.0011	
BLX	1	-0.053624	0.040824	-1.3136	0.1890	
OTH	1	-0.106923	0.060410	-1.7699	0.0768	

Table B.5---continued

MODEL	MODEL01	SSE	7740.725	F RATIO	40.34
DEP VAR: V100		DFF	6976	PROB>F	0.0001
		MSE	1.109622	R-SQUARE	0.0895
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.000186	0.115353	26.0087	0.0001
FOLFRAC	1	0.003512995	0.051638	0.0680	0.9458
FOLUP1	1	0.027179	0.032598	0.8338	0.4044
RACTO	1	-0.241683	0.037386	-6.4645	0.0001
SUPER	1	0.380980	0.035149	10.8389	0.0001
V152	1	-0.062740	0.017733	-3.5380	0.0004
V156W	1	0.085420	0.030388	2.8110	0.0050
V157C	1	0.148222	0.023801	6.2275	0.0001
V159A	1	-0.039931	0.036376	-1.0977	0.2724
V160	1	-0.00564175	0.009056007	-0.6230	0.5333
V161	1	-0.039716	0.015188	-2.6150	0.0089
V165	1	0.176154	0.036726	4.7965	0.0001
V168	1	0.099643	0.012142	8.2068	0.0001
V169	1	-0.091423	0.030349	-3.0124	0.0026
V172	1	-0.033488	0.008384214	-3.9941	0.0001
WHS	1	0.110253	0.036791	2.9967	0.0027
BLK	1	-0.109176	0.038478	-2.8373	0.0046
OTH	1	-0.148120	0.056940	-2.6014	0.0093

Table B.5--continued

MODEL	MODEL01	SSE	7401.055	F RATIO	45.23
DEP VAR: V101		DFE	6964	PROB>F	0.0001
		MSE	1.062759	R-SQUARE	0.0994
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.727786	0.112988	32.9928	0.0001
FOLPRACT	1	-0.040327	0.050579	-0.7973	0.4253
FOLUP1	1	-0.011928	0.031930	-0.3736	0.7087
BAC FO	1	0.201856	0.036620	5.5122	0.0001
SUPER	1	-0.540177	0.034429	-15.6898	0.0001
V152	1	0.077117	0.017369	4.4398	0.0001
V156W	1	-0.179562	0.029764	-6.0328	0.0001
V157C	1	-0.128940	0.023313	-5.5308	0.0001
V159A	1	0.116500	0.035630	3.2697	0.0011
V160	1	-0.00095109	0.00870326	-0.1072	0.9146
V161	0	0.0001968044	0.014876	0.0132	0.9894
V165	1	-0.111654	0.035973	-3.1039	0.0019
V168	1	-0.028564	0.011893	-2.4018	0.0163
V169	1	0.113833	0.029727	3.8293	0.0001
V172	1	0.028648	0.008212307	3.4885	0.0005
WHIS	1	-0.147138	0.036036	-4.0830	0.0001
BLK	1	-0.023398	0.037689	-0.6208	0.5347
OTH	1	0.038942	0.055772	0.6982	0.4851

Table B.5--continued

MODEL:	MODEL01	SSR	7435.853	F RATIO	50.21	
DEP VAR:	V102	DFE	6964	PROB>F	0.0001	
		MSE	1.067756	R-SQUARE	0.1092	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.329279	0.113253	20.5670	0.0001	
FOLPRACT	1	0.056266	0.050698	1.1098	0.2671	
FOLUP1	1	0.019517	0.032005	0.6098	0.5420	
SACTO	1	-0.156201	0.036706	-4.2555	0.0001	
SUPER	1	0.535974	0.034509	15.5312	0.0001	
V152	1	-0.128991	0.017410	-7.4090	0.0001	
V156W	1	0.023040	0.029834	0.7723	0.4400	
V157C	1	0.177792	0.023368	7.6084	0.0001	
V159A	1	-0.165205	0.035714	-4.6258	0.0001	
V160	1	0.002460131	0.00891154	0.2767	0.7820	
V161	1	-0.0075088	0.014911	-0.5036	0.6146	
V165	1	0.106818	0.036057	2.9625	0.0031	
V168	1	0.053986	0.011920	4.5288	0.0001	
V169	1	-0.086186	0.029797	-2.8925	0.0038	
V172	1	-0.047323	0.00823159	-5.7449	0.0001	
WHB	1	0.155112	0.036121	4.2942	0.0001	
BLK	1	-0.238486	0.037778	-6.3129	0.0001	
OTH	1	-0.089203	0.055903	-1.5957	0.1106	

Table B.5--continued

MODEL:	MODEL01		SSE		6811.294	F RATIO	40.29
DEP VAR:	V103		DFF		6964	PROB>F	0.0001
			MSE		0.978072	R-SQUARE	0.0895
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	2.321197	0.108393	21.4147	0.0001		
FOLPRACT	1	-0.101104	0.048522	-2.1324	0.0002		
FOLUP1	1	0.164126	0.030631	5.3581	0.0001		
SACTO	1	-0.038023	0.035130	-1.0823	0.2791		
SUPER	1	0.208394	0.033028	6.3095	0.0001		
V152	1	0.013472	0.016663	0.8085	0.4188		
V156W	1	0.095904	0.028554	3.3587	0.0008		
V157C	1	0.132138	0.022365	5.9082	0.0001		
V159A	1	0.161440	0.034181	4.7231	0.0001		
V160	1	-0.010618	0.008509569	-1.2478	0.2121		
V161	1	0.046445	0.014271	3.2545	0.0011		
V165	1	0.154127	0.034510	4.4662	0.0001		
V168	1	-0.00795135	0.011409	-0.6969	0.4859		
V169	1	0.126581	0.028518	4.4387	0.0001		
V172	1	0.00365537	0.007878312	0.4640	0.6427		
WHS	1	-0.077671	0.034571	-2.2467	0.0247		
BLK	1	-0.352972	0.036156	-9.7624	0.0001		
OTH	1	-0.231564	0.053504	-4.3280	0.0001		

Table B.5--continued

MODEL:	MODEL01	SSE	12110.46	F RATIO	25.44
DEP VAR:	V104	DFE	6964	PROB>F	0.0001
		MSR	1.739009	R-SQUARE	0.0585
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.422911	0.144532	16.7638	0.0001
FOLPRACT	1	-0.411273	0.064700	-6.3566	0.0001
FOLUP1	1	0.244798	0.040844	5.9935	0.0001
SACTO	1	-0.089910	0.046844	-1.9194	0.0550
SUPER	1	0.089928	0.044041	2.0419	0.0412
V152	1	0.097452	0.022219	4.3861	0.0001
V156W	1	-0.212491	0.038074	-5.5809	0.0001
V157C	1	-0.051447	0.029822	-1.7251	0.0845
V159A	1	0.137819	0.045578	3.0238	0.0025
V160	1	-0.00845646	0.011347	-0.7453	0.4561
V161	1	0.115622	0.019029	6.0760	0.0001
V165	1	-0.102181	0.046016	-2.2206	0.0264
V168	1	0.010342	0.015213	-0.6798	0.4966
V169	1	0.092318	0.038026	2.4278	0.0152
V172	1	0.026320	0.010505	2.5054	0.0123
WHS	1	-0.364778	0.046097	-7.9132	0.0001
BLK	1	-0.072567	0.048212	-1.5052	0.1323
OTH	1	-0.00779408	0.071343	-0.1092	0.9130

Table B.5--continued

MODEL:	MODEL01	SSE	10105.34	F RATIO	50.18	
DEP VAR:	V105	DFE	6964	PROB>F	0.0001	
		MSE	1.451083	R-SQUARE	0.1091	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.901610	0.132026	29.5518	0.0001	
FOLPRACT	1	0.110411	0.059102	2.0035	0.0452	
FOLUP1	1	0.019280	0.037310	0.5168	0.6053	
SACTO	1	0.110121	0.042790	2.7605	0.0058	
SUPER	1	-0.266635	0.040230	-6.6278	0.0001	
V152	1	-0.056740	0.020296	-2.7956	0.0052	
V156W	1	0.136400	0.034780	3.9218	0.0001	
V157C	1	-0.216893	0.027241	-7.9619	0.0001	
V159A	1	0.060697	0.041634	1.4579	0.1449	
V160	1	0.010196	0.010365	0.9837	0.3253	
V161	1	-0.029103	0.017383	-1.6742	0.0941	
V165	1	-0.142054	0.042034	-3.3795	0.0007	
V168	1	-0.166959	0.013896	-12.0145	0.0001	
V169	1	-0.069001	0.034736	-1.9865	0.0470	
V172	1	0.071780	0.00959608	7.4801	0.0001	
WHB	1	0.022772	0.042109	0.5408	0.5887	
BLK	1	0.191548	0.044040	4.3494	0.0001	
OTH	1	0.213539	0.065170	3.2767	0.0011	

Table B.5--continued

MODEL:	MODEL01	SSE	10562.5	F RATIO	28.96	VARIABLE LABEL
DEP VAR:	V106	DFF	6964	PROB>F	0.0001	
		NSE	1.516728	R-SQUARE	0.0660	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.541443	0.134980	26.2369	0.0001	
FOLPRACT	1	-0.010166	0.060424	-0.1682	0.8664	
FOLUP1	1	-0.053140	0.038145	-1.3931	0.1636	
RACTO	1	-0.151238	0.043747	-3.4571	0.0005	
SUPER	1	0.421144	0.041130	10.2394	0.0001	
V152	1	-0.112250	0.020750	-5.4096	0.0001	
V156W	1	0.130138	0.035558	3.6599	0.0003	
V157C	1	0.126445	0.027851	4.5401	0.0001	
V159A	1	-0.127697	0.042565	-3.0000	0.0027	
V160	1	0.011743	0.010597	1.1081	0.2678	
V161	1	-0.047936	0.017772	-2.6973	0.0070	
V165	1	0.158899	0.042975	3.6975	0.0002	
V168	1	-0.0059632	0.014207	-0.4202	0.6744	
V169	1	-0.100258	0.035513	-2.8231	0.0048	
V172	1	-0.040421	0.009810737	-4.1201	0.0001	
WHS	1	0.328840	0.043051	7.6385	0.0001	
ALK	1	-0.057276	0.045025	-1.2721	0.2034	
OTH	1	-0.063546	0.066628	-0.9538	0.3402	



Table B.5--continued

MODEL:	MODEL01	SSE	5840.167	F RATIO	22.70	
DEP VAR:	V107	DFE	6964	PROB>F	0.0001	
		MSE	0.030623	R-SQUARE	0.0525	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.759145	0.100369	27.4901	0.0001	
POLPHACT	1	-0.075406	0.044930	-1.6801	0.0930	
POLUP1	1	0.026332	0.020364	0.9284	0.3533	
BLACTO	1	-0.224610	0.032530	-6.9047	0.0001	
SUPER	1	0.030609	0.030583	1.2624	0.2068	
V152	1	-0.063595	0.015429	-4.1217	0.0001	
V156W	1	0.178656	0.026440	6.7570	0.0001	
V157C	1	0.030951	0.020709	1.4945	0.1351	
V159A	1	-0.083603	0.031651	-2.6414	0.0083	
V160	1	0.013444	0.007879622	1.7062	0.0880	
V161	1	-0.034616	0.013215	-2.6195	0.0088	
V165	1	-0.00873451	0.031955	-0.2733	0.7846	
V168	1	0.073813	0.010564	6.9870	0.0001	
V169	1	0.074414	0.026407	2.8180	0.0048	
V172	1	-0.032505	0.007295096	-4.4558	0.0001	
WHIS	1	0.097033	0.032012	3.0312	0.0024	
BLK	1	0.145776	0.033480	4.3542	0.0001	
OTH	1	-0.068230	0.049543	-1.3772	0.1685	

Table B.5--continued

MODEL	MODEL01	SSR	DFE	MSR	6629.016	F RATIO	19.32
DEP VAR: V108					6964	PROB>F	0.0001
					0.951098	R-SQUARE	0.0450
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T		
INTERCEPT	1	2.643576	0.106932	24.7219	0.0001		
FOLPRACT	1	-0.090482	0.047869	-1.8902	0.0588		
FOLUP1	1	0.047377	0.030219	1.5678	0.1170		
RAC10	1	-0.154646	0.034657	-4.4622	0.0001		
SUPER	1	0.144750	0.032583	4.4424	0.0001		
V152	1	-0.094053	0.016438	-5.7215	0.0001		
V156W	1	0.095430	0.028169	3.3877	0.0007		
V157C	1	0.050494	0.022064	2.2885	0.0221		
V159A	1	-0.037953	0.033721	-1.1255	0.2604		
V160	1	0.006790418	0.008394934	0.8089	0.4186		
V161	1	-0.032946	0.014079	-2.3401	0.0193		
V163	1	0.043638	0.034045	1.2818	0.2000		
V168	1	0.076134	0.011255	6.7644	0.0001		
V169	1	0.070156	0.028134	2.4937	0.0127		
V172	1	-0.039321	0.00772181	-5.0592	0.0001		
WHIS	1	0.163865	0.034105	4.8047	0.0001		
BLK	1	0.076070	0.035669	2.1327	0.0330		
OTH	1	-0.103307	0.052783	-1.9572	0.0504		

Table B.5--continued

MODEL:	MODEL01	SSE	7037.244	F RATIO	26.47	
DEP VAR:	V109	DFT	6964	PROB>F	0.0001	
		MSR	1.010517	R-SQUARE	0.0607	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.338135	0.110176	21.2219	0.0001	
FOLPRACT	1	-0.136025	0.049321	-2.7580	0.0058	
FOLUP1	1	0.059830	0.031135	1.9216	0.0547	
SACTO	1	-0.138844	0.035708	-3.8883	0.0001	
SUPER	1	0.263963	0.033572	7.8626	0.0001	
V152	1	-0.122501	0.016837	-7.2327	0.0001	
V156W	1	0.119411	0.029024	4.1142	0.0001	
V157C	1	0.126405	0.022733	5.5604	0.0001	
V159A	1	-0.051686	0.034743	-1.4876	0.1369	
V160	1	0.00604737	0.00864956	0.6992	0.4845	
V161	1	-0.031365	0.014506	-2.1622	0.0306	
V165	1	0.041960	0.035078	1.1962	0.2317	
V168	1	0.064751	0.011597	5.5837	0.0001	
V169	1	0.089349	0.028987	3.0824	0.0021	
V172	1	-0.037319	0.008007918	-4.6627	0.0001	
WHS	1	0.079917	0.035140	2.2743	0.0230	
BLK	1	-0.022942	0.036751	-0.6243	0.5325	
OTH	1	-0.117428	0.054384	-2.1592	0.0309	

Table B.5--continued

MODEL:	MODEL01	SSE	6347.416	F RATIO	24.06
DEP VAR:	V110	DFZ	6964	PROB>F	0.0001
		MSE	0.911461	R-SQUARE	0.0555
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.732063	0.104637	26.1100	0.0001
POLPHACT	1	-0.139706	0.046841	-2.9826	0.0029
POLUP1	1	0.028617	0.029570	0.9678	0.332
SACTO	1	-0.158186	0.033913	-4.6645	0.0001
SUPER	1	0.199458	0.031884	6.2558	0.0001
V152	1	-0.088305	0.016085	-5.4897	0.0001
V156W	1	0.152039	0.027565	5.5158	0.0001
V157C	1	0.039504	0.021590	1.8298	0.0673
V159A	1	-0.051969	0.032997	-1.5750	0.1153
V160	1	-0.00120022	0.008214691	-0.1461	0.8838
V161	1	-0.044067	0.013777	-3.1987	0.0014
V165	1	-0.072354	0.033314	-2.1719	0.0299
V168	1	0.074805	0.011014	6.7921	0.0001
V169	1	0.146947	0.027530	5.3378	0.0001
V172	1	-0.017162	0.007605308	-2.2566	0.0241
WHS	1	0.068378	0.033373	2.0489	0.0405
BLK	1	0.049965	0.034904	1.4315	0.1523
OTH	1	-0.163049	0.051650	-3.1568	0.0016

**Table B.5--continued**

MODEL,	MODEL01		SSE	1241.807	F RATIO	9.87
DEP VAR:	RSN1		DVE	6949	PROB>F	0.0001
			MSE	0.178703	R-SQUARE	0.0236
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	0.266712	0.046382	5.7504	0.0001	
FOLPSACT	1	-0.015290	0.020763	-0.7364	0.4615	
FOLUP1	1	-0.024196	0.013107	-1.8460	0.0649	
SACTO	1	0.00393303	0.015033	0.2617	0.7936	
SUPER	1	0.021940	0.014133	1.5524	0.1206	
V152	1	-0.025383	0.007130136	-3.5599	0.0004	
V156W	1	0.025891	0.012218	2.1191	0.0341	
V157C	1	0.016600	0.009570073	1.7345	0.0829	
V159A	1	0.001361244	0.014626	0.0931	0.9259	
V160	1	0.0006352928	0.003641288	0.1745	0.8615	
V161	1	-0.012688	0.006106594	-2.0776	0.0378	
V165	1	-0.019058	0.014787	-1.2906	0.1969	
V168	1	0.009134527	0.004881925	1.8711	0.0614	
V169	1	-0.038430	0.012203	-3.1493	0.0016	
V172	1	0.024277	0.00337117	7.2014	0.0001	
WHIS	1	-0.015670	0.014793	-1.0593	0.2895	
BLK	1	-0.052078	0.015472	-3.3661	0.0008	
BOTH	1	-0.045269	0.022895	-1.9773	0.0480	

Table B.5--continued

MODEL:	MODEL01	SSE	1231.138	F RATIO	5.11
DEP VAR:	RSN2	DPE	6949	PROB>P	0.0001
		MSE	0.177168	R-SQUARE	0.0123
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.032431	0.046192	22.3557	0.0001
FOLPSACT	1	0.041928	0.020674	2.0281	0.0426
POLUP1	1	-0.021475	0.013051	-1.6458	0.0999
RACTO	1	-0.034275	0.014968	-2.2899	0.0221
SUPER	1	-0.0049344	0.014072	-0.3506	0.7259
V152	1	-0.00168718	0.00709942	-0.2376	0.8122
V156W	1	0.019332	0.012166	1.5890	0.1121
V157C	1	-0.042522	0.009528076	-4.4625	0.0001
V159A	1	0.017925	0.014563	1.2308	0.2184
V160	1	0.001683595	0.003625613	0.4644	0.6424
V161	1	0.006457966	0.006080406	1.0621	0.2882
V165	1	0.011873	0.014703	0.8075	0.4194
V168	1	-0.018435	0.00486091	-3.7925	0.0002
V169	1	-0.055906	0.012150	-4.6012	0.0001
V172	1	-0.014490	0.003356658	-4.3167	0.0001
WHS	1	-0.043049	0.014729	-2.9227	0.0035
BLK	1	-0.00859698	0.015405	-0.5581	0.5768
OTH	1	-0.037136	0.022796	-1.6290	0.1034

Table B.5--continued

MODEL:	MODEL01	SSE	934.764810	F RATIO	26.75
DEP VAR:	RSN3	DPE	6949	PROB>F	0.0001
		MSE	0.134510	R-SQUARE	0.0614
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.490120	0.040241	12.1796	0.0001
POLPSACT	1	0.030290	0.018014	2.1255	0.0336
POLUP1	1	-0.043851	0.011372	-3.8561	0.0001
SACTO	1	-0.010179	0.013042	-1.3938	0.1634
SUPER	1	0.010646	0.012262	0.8602	0.3853
V152	1	-0.00870735	0.006186172	-1.4076	0.1593
V156W	1	-0.042167	0.010601	-3.9778	0.0001
V157C	1	-0.00817015	0.008303085	-0.9840	0.3252
V159A	1	-0.071501	0.012690	-5.6345	0.0001
V160	1	0.0004982561	0.003159215	0.1577	0.8747
V161	1	-0.022976	0.005298224	-4.3365	0.0001
V165	1	0.030101	0.012812	2.3495	0.0188
V168	1	0.024998	0.004235604	5.9018	0.0001
V169	1	-0.001146	0.010587	-7.6644	0.0001
V172	1	-0.021320	0.002924858	-7.2892	0.0001
WHS	1	0.060315	0.012835	4.6994	0.0001
BLK	1	0.061284	0.013422	4.5655	0.0001
OTI	1	0.040643	0.019864	2.0461	0.0408

Table B.5--continued

MODEL:	MODEL01	SSE	901.841547	F RATIO	6.12
DEP VAR:	RSN4	DYE	6949	PROB>F	0.0001
		MSE	0.129780	R-SQUARE	0.0147
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.016035	0.039526	0.4057	0.6850
FOLPSACT	1	-0.022969	0.017694	-1.2981	0.1943
FOLUP1	1	-0.00172392	0.011170	-0.1543	0.8773
SACTO	1	0.0005380445	0.012811	0.0420	0.9665
SUPER	1	-0.071906	0.012044	-5.9702	0.0001
V152	1	0.019184	0.006076254	3.1572	0.0016
V156W	1	-0.00970838	0.010412	-0.9324	0.3512
V157C	1	0.010634	0.00815553	1.3039	0.1923
V159A	1	-0.00220852	0.012464	-0.1772	0.8594
V160	1	0.005908119	0.003103081	1.9040	0.0570
V161	1	0.005892134	0.005204084	1.1322	0.2576
V165	1	-0.027406	0.012584	-2.1778	0.0295
V168	1	0.004190534	0.004160344	1.0073	0.3138
V169	1	0.043076	0.010399	4.1422	0.0001
V172	1	0.002335756	0.002872889	0.8130	0.4162
WHS	1	0.005888492	0.012607	0.4671	0.6404
BLK	1	-0.00305259	0.013185	0.2315	0.8169
OTH	1	0.025143	0.019511	1.2887	0.1976



Table B.5--continued

MODEL:	MODEL01	SSE	1604.038	F RATIO	9.68	
DEP VAR:	RSN5	DFF	6949	PROB>F	0.0001	
		MSR	0.230830	R-SQUARE	0.0231	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	0.177831	0.052714	3.3735	0.0007	
POLPRACT	1	-0.013439	0.023598	-0.5695	0.5690	
FOLUP1	1	-0.00176017	0.014897	-0.1182	0.9059	
SACTO	1	0.065379	0.017085	3.8267	0.0001	
SUPER	1	0.011474	0.016063	0.7143	0.4750	
V152	1	-0.00746223	0.008103602	-0.9209	0.3572	
V156W	1	0.026835	0.013887	1.9325	0.0533	
V157C	1	-0.000625478	0.010877	-0.0575	0.9541	
V159A	1	0.049481	0.016623	2.9766	0.0029	
V160	1	-0.00562493	0.004138427	-1.3592	0.1741	
V161	1	0.004101198	0.006940431	0.5909	0.5546	
V165	1	0.028264	0.016783	1.6841	0.0922	
V168	1	-0.011501	0.005548446	-2.0729	0.0382	
V169	1	0.058698	0.013869	4.2323	0.0001	
V172	1	0.013610	0.00383143	3.5522	0.0004	
WHS	1	-0.039099	0.016813	-2.3256	0.0201	
BLK	1	-0.101494	0.017584	-5.7720	0.0001	
OTH	1	-0.076272	0.026020	-2.9313	0.0034	

Table B.5--continued

MODEL:	MODEL01	SSE	461.773754	F RATIO	5.86
DEP VAR:	BSM6	DFE	6949	PROB>F	0.0001
		MSE	0.066452	R-SQUARE	0.0141
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	-0.028091	0.028284	-0.9932	0.3207
OLPRACT	1	-0.00023887	0.012661	-0.0189	0.9849
POLLUP1	1	0.002068679	0.007992814	0.2588	0.7958
SACTO	1	-0.011020	0.009166835	-1.2022	0.2293
SUPER	1	0.020667	0.008618328	2.3981	0.0165
V152	1	0.002434028	0.004347959	0.5598	0.5756
V156W	1	0.020606	0.007450779	2.7656	0.0057
V157C	1	0.023226	0.005835834	3.9798	0.0001
V159A	1	0.014113	0.008919104	1.5824	0.1136
V160	1	-0.00439677	0.002220459	-1.9801	0.0477
V161	1	-0.00454967	0.003723864	-1.2218	0.2218
V165	1	0.00679982	0.009004873	0.7551	0.4502
V168	1	0.002888948	0.002976999	0.9704	0.3319
V169	1	0.000943304	0.007441363	0.1268	0.8991
V172	1	0.004940852	0.00205574	2.4034	0.0163
WHS	1	0.007765552	0.009020805	0.8608	0.3894
BLK	1	-0.011823	0.009434541	-1.2521	0.2102
OTH	1	0.020884	0.013961	1.4958	0.1347

Table B.5--continued

MODEL:	MODEL01	SSE	1061.583	F RATIO	12.45	
DEP VAR:	RSN7	DFE	6949	PROB>F	0.0001	
		MSE	0.152768	R-SQUARE	0.0296	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	0.209597	0.042884	4.8875	0.0001	
FOLPRACT	1	-0.013663	0.019197	-0.7117	0.4767	
FOLUP1	1	0.011512	0.012119	0.9500	0.3422	
SACTO	1	0.026888	0.013899	1.9345	0.0531	
SUPER	1	-0.00480909	0.013067	-0.3680	0.7129	
V152	1	0.023803	0.006592466	3.6106	0.0003	
V156W	1	-0.079180	0.011297	-7.0089	0.0001	
V157C	1	-0.00474382	0.008848412	-0.5361	0.5919	
V159A	1	-0.00459547	0.013523	-0.3398	0.7340	
V160	1	-0.00491279	0.003366705	-1.4592	0.1445	
V161	1	0.013390	0.0056462	2.3715	0.0177	
V165	1	-0.043628	0.013653	-3.1954	0.0014	
V168	1	0.004375069	0.004513789	0.9693	0.3324	
V169	1	0.027859	0.011283	2.4692	0.0136	
V172	1	-0.011778	0.003116956	-3.7787	0.0002	
WHS	1	-0.00636597	0.013678	-0.4654	0.6416	
BLK	1	0.045926	0.014305	3.2105	0.0013	
OTH	1	0.074383	0.021168	3.5139	0.0004	

Table B.5--continued

MODEL:	MODEL01	SSE	302.530325	F RATIO	3.75	
DEP VAR:	RSN8	DPE	6949	PROB>F	0.0001	
		NSE	0.043536	R-SQUARE	0.0091	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	-0.00702306	0.022893	-0.3068	0.7590	
FOLPSACT	1	-0.026092	0.010248	-2.5460	0.0109	
FOLUP1	1	0.010135	0.006469482	1.5666	0.1172	
SACTO	1	0.005056338	0.007419749	0.6815	0.4956	
SUPER	1	0.00931597	0.006975701	1.3355	0.1818	
V152	1	-0.00103173	0.003519292	-0.2932	0.7694	
V156W	1	0.013162	0.006030753	2.1825	0.0291	
V157C	1	0.004859909	0.004723596	1.0289	0.3036	
V159A	1	0.005685345	0.007219233	0.7875	0.4310	
V160	1	-0.00227596	0.001797267	-1.2663	0.2054	
V161	1	0.00130781	0.003014141	0.4339	0.6644	
V165	1	0.003218573	0.007288655	0.4416	0.6588	
V168	1	-0.00584393	0.00240962	-2.4252	0.0153	
V169	1	0.019884	0.006023131	3.3013	0.0010	
V172	1	0.002274278	0.001663942	1.3668	0.1717	
WHS	1	0.004630922	0.007301551	0.6342	0.5259	
BLK	1	0.00930319	0.007636434	1.2183	0.2232	
OTH	1	0.011763	0.011300	1.0409	0.2979	

Table B.5--continued

MODEL:	MODEL01	SSE	1594.627	F RATIO	16.71
DEP VAR:	RSN9	DFF	6949	PROB>F	0.0001
		MSE	0.229476	R-SQUARE	0.0393
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.578118	0.052559	10.9993	0.0001
FOLPSACT	1	0.005242173	0.023528	0.2228	0.8237
POLUP1	1	-0.015422	0.014853	-1.0383	0.2992
SACTO	1	-0.040240	0.017035	-2.3622	0.0182
SUPER	1	-0.00964588	0.016015	-0.6023	0.5470
V152	1	-0.000247504	0.00807995	-0.0306	0.9756
V156W	1	0.040727	0.013846	2.9415	0.0033
V157C	1	-0.023449	0.010845	-2.1623	0.0306
V159A	1	0.050607	0.016574	3.0534	0.0023
V160	1	-0.00470493	0.004126269	-1.1402	0.2542
V161	1	-0.010700	0.006920042	-1.5462	0.1221
V165	1	-0.00134053	0.016734	-0.0801	0.9362
V168	1	-0.037587	0.005532146	-6.7942	0.0001
V169	1	0.095974	0.013828	6.9404	0.0001
V172	1	0.014008	0.003820174	3.6669	0.0002
WHS	1	0.010812	0.016763	0.6450	0.5190
BLK	1	0.007473262	0.017532	0.4263	0.6699
OTH	1	-0.071664	0.025944	-2.7623	0.0058

Table B.5--continued

MODEL:	MODEL01	SSE	287.214049	F RATIO	2.41	
DEP VAR:	RSN10	DFE	6949	PROB>F	0.0010	
		MSR	0.041332	R-SQUARE	0.0059	
VARIABLE	DP	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	-0.027949	0.022306	-1.2530	0.2103	
FOLPSACT	1	0.015558	0.00985386	1.5580	0.1193	
FOLUP1	1	-0.00452706	0.006303589	-0.7182	0.4727	
SACTO	1	-0.00612146	0.007229489	-0.8467	0.3972	
SUPER	1	-0.00315453	0.006796905	-0.4641	0.6426	
V152	1	0.004180968	0.003429049	1.2193	0.2228	
V156W	1	0.007988033	0.00587611	1.3594	0.1741	
V157C	1	0.005936782	0.004602472	1.2899	0.1971	
V159A	1	0.010210	0.007034115	1.4515	0.1467	
V160	1	-0.00027949	0.00175118	-0.1596	0.8732	
V161	1	0.002063142	0.002936852	0.7025	0.4824	
V165	1	0.008857918	0.007101757	1.2473	0.2123	
V168	1	-0.0044637	0.002347832	-1.9012	0.0573	
V169	1	0.007009036	0.005868683	1.1943	0.2324	
V172	1	0.002853767	0.001621274	1.7602	0.0784	
WHS	1	-0.00057294	0.007114322	-0.0805	0.9358	
BLK	1	-0.012710	0.007440618	-1.7082	0.0876	
OTH	1	0.001669567	0.011011	0.1516	0.8795	

Table B.5--continued

MODEL:	MODEL01	SSE	290.451494	F RATIO	5.53
DEP VAR:	RSN11	DPE	6949	PROB>F	0.0001
		MSE	0.041798	R-SQUARE	0.0134
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.036110	0.022431	1.6098	0.1075
POLPSACT	1	0.002186565	0.010042	0.2178	0.8276
POLLOP1	1	-0.00300774	0.006339017	-0.4745	0.6352
SACTO	1	-0.00306819	0.00727012	-0.4220	0.6730
SUPER	1	0.0006610646	0.006835105	0.0967	0.9230
V152	1	-0.00835318	0.00344832	-2.4224	0.0154
V156W	1	0.00355394	0.005909134	0.6014	0.5476
V157C	1	0.021836	0.004628338	4.7179	0.0001
V159A	1	0.003260575	0.007073648	0.4609	0.6449
V160	1	0.00226834	0.001761022	1.2881	0.1978
V161	1	-0.00300572	0.002953357	-1.0177	0.3088
V165	1	0.006195929	0.00714167	0.8676	0.3857
V168	1	0.001524711	0.002361027	0.6458	0.5184
V169	1	-0.019835	0.005901666	-3.3609	0.0008
V172	1	0.001596847	0.001630386	0.9794	0.3274
WHS	1	-0.031008	0.007154305	-4.3342	0.0001
BLK	1	-0.020059	0.007482435	-2.6808	0.0074
OTH	1	0.002685217	0.011072	0.2425	0.8084

Table B.5--continued

MODEL	MODEL01	SSE	926.656153	F RATIO	6.76
DEP VAR:	RSN12	DPE	6949	PROB>F	0.0001
		NSE	0.133351	R-SQUARE	0.0163
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	0.165508	0.040066	4.1309	0.0001
FOLPSACT	1	0.004101159	0.017936	0.2287	0.8191
FOLUP1	1	0.003137491	0.011323	0.2771	0.7817
SACTO	1	0.024460	0.012986	1.8836	0.0597
SUPER	1	0.005302592	0.012209	0.4343	0.6641
V152	1	-0.000311973	0.006159282	-0.0507	0.9596
V156W	1	-0.010024	0.010555	-0.9497	0.3423
V157C	1	0.029078	0.008266993	3.5174	0.0004
V159A	1	0.029162	0.012635	-2.3081	0.0210
V160	1	0.006602048	0.003145483	2.0989	0.0359
V161	1	0.005448582	0.005275195	1.0329	0.3017
V165	1	0.005138103	0.012756	0.4028	0.6871
V168	1	0.006816797	0.004217193	1.6164	0.1060
V169	1	-0.050502	0.010541	-4.7909	0.0001
V172	1	-0.010048	0.002912145	-3.4503	0.0006
WHS	1	0.020908	0.012779	1.6361	0.1019
BLK	1	-0.00578963	0.013365	-0.4332	0.6649
OTH	1	0.016075	0.019777	0.8128	0.4163



Table B.5--Continued

MODEL	MODEL01	SSE	13137.9	F RATIO	21.75	VARIABLE
DEP VAR.	V114	DFF	6964	PROB>F	0.0001	LABEL
		MSE	1.886544	R-SQUARE	0.0504	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.046672	0.150539	20.2385	0.0001	
FOLPRACT	1	-0.140013	0.067389	-2.0777	0.0378	
FOLUP1	1	0.032301	0.042541	0.7593	0.4477	
SACTO	1	-0.031711	0.040790	-0.6499	0.5157	
SUPER	1	0.401055	0.045871	8.7431	0.0001	
V152	1	-0.053463	0.023142	-2.3093	0.0210	
V156W	1	0.112704	0.039657	2.8420	0.0045	
V157C	1	0.062672	0.031061	2.0177	0.0437	
V159A	1	-0.157941	0.047472	-3.3271	0.0009	
V160	1	-0.00320192	0.011818	-0.2709	0.7865	
V161	1	-0.00497624	0.019820	-0.2511	0.8018	
V165	1	-0.00615227	0.047928	-0.1284	0.8979	
V168	1	0.072716	0.015845	4.5892	0.0001	
V169	1	0.067476	0.039606	1.7037	0.0885	
V172	1	-0.063483	0.010942	-5.8020	0.0001	
WHIS	1	0.514567	0.048013	10.7173	0.0001	
BLK	1	0.324449	0.050215	6.4612	0.0001	
OTH	1	0.247886	0.074308	3.3359	0.0009	

Table B.5--continued

MODEL:	MODEL01	SSE	11930.52	F RATIO	39.05	
DEP VAR:	V115	DYE	6964	PROB>F	0.0001	
		MSE	1.713170	R-SQUARE	0.0870	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.926747	0.143455	20.4019	0.0001	
FOLPRACT	1	-0.058914	0.064218	-0.9174	0.3590	
FOLUP1	1	0.086439	0.040540	2.1322	0.0330	
SACTO	1	-0.127854	0.046494	-2.7499	0.0060	
SUPER	1	0.579640	0.043712	13.2604	0.0001	
V152	1	-0.043529	0.022053	-1.9738	0.0484	
V156W	1	0.0002278332	0.037790	0.0060	0.9952	
V157C	1	-0.00785118	0.029599	-0.2652	0.7908	
V159A	1	-0.201506	0.045238	-4.4544	0.0001	
V160	1	-0.0021908	0.011262	-0.1945	0.8458	
V161	1	0.007006175	0.018887	0.3709	0.7107	
V165	1	0.019673	0.045673	0.4307	0.6667	
V168	1	0.123798	0.015099	8.1989	0.0001	
V169	1	-0.055960	0.037743	-1.4827	0.1382	
V172	1	-0.064037	0.010427	-6.1416	0.0001	
WHS	1	0.520494	0.045754	11.3760	0.0001	
BLK	1	0.361818	0.047852	7.5612	0.0001	
OTH	1	0.337917	0.070811	4.7721	0.0001	

Table B.5--continued

MODEL:	MODEL01	SSE	11468.66	F RATIO	28.70	VARIABLE LABEL
DEF VAR:	V116	DPE	6964	PROB>F	0.0001	
		MSE	1.646849	R-SQUARE	0.0655	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.702293	0.140650	19.2128	0.0001	
FOLPRACT	1	-0.173768	0.082963	-2.7599	0.0058	
POLUP1	1	0.079185	0.039747	1.9922	0.0464	
SACTO	1	-0.063319	0.045585	-1.3890	0.1649	
SUPER	1	0.476723	0.042858	11.1234	0.0001	
V152	1	-0.056346	0.021622	-2.6060	0.0092	
V156W	1	0.099726	0.037052	2.6915	0.0071	
V157C	1	0.059944	0.029021	2.0655	0.0389	
V159A	1	-0.143047	0.044353	-3.2252	0.0013	
V160	1	0.00841827	0.011042	0.8007	0.4233	
V161	1	0.033908	0.018518	1.8311	0.0671	
V165	1	0.069539	0.044780	1.5529	0.1205	
V168	1	0.070047	0.014804	4.7316	0.0001	
V169	1	0.026585	0.037005	0.7184	0.4725	
V172	1	-0.043965	0.010223	-4.3007	0.0001	
WHS	1	0.458522	0.044859	10.2214	0.0001	
BLK	1	0.187770	0.046917	4.0022	0.0001	
OTH	1	0.144321	0.069427	2.0788	0.0377	

Table B.5--continued

MODEL:	MODEL01	SSE	12790.66	F RATIO	13.71	
DEP VAR:	V117	DFT	6964	PROB>F	0.0001	
		MSE	1.83683	R-SQUARE	0.0324	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.287045	0.148536	22.1296	0.0001	
FOLPRACT	1	-0.073397	0.066493	-1.1038	0.2697	
FOLUP1	1	0.004341345	0.041976	0.1034	0.9176	
BACTO	1	-0.036907	0.048141	-0.7666	0.4433	
SUPER	1	0.001610286	0.045261	0.0356	0.9716	
V152	1	-0.038092	0.022834	-1.6682	0.0953	
V156W	1	-0.145634	0.039129	-3.7219	0.0002	
V157C	1	-0.200089	0.030648	-6.5287	0.0001	
V159A	1	-0.125554	0.046840	-2.6805	0.0074	
V160	1	0.018625	0.011661	1.5972	0.1103	
V161	1	0.017786	0.019556	0.9095	0.3631	
V165	1	0.004558688	0.047291	0.0964	0.9232	
V168	1	0.044009	0.015634	2.8149	0.0049	
V169	1	-0.076636	0.039080	-1.9610	0.0499	
V172	1	-0.011970	0.010796	-1.1087	0.2676	
WHS	1	0.332394	0.047374	7.0163	0.0001	
BLK	1	0.190423	0.049547	3.8433	0.0001	
OTH	1	0.122547	0.073319	1.6714	0.0947	

Table B.5--continued

MODEL:	MODEL01	SSE	1439.801	F RATIO	34.79	
DEP VAR:	V118	DFE	6964	PROB>F	0.0001	
		MSE	0.206749	R-SQUARE	0.0783	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	1.397976	0.049835	28.0520	0.0001	
POLYPRAC	1	0.026417	0.022309	1.1842	0.2364	
POLUP1	1	0.00508541	0.014083	0.3612	0.7180	
SLCTO	1	-0.023860	0.016152	-1.4772	0.1397	
SUPER	1	-0.141729	0.015185	-9.3333	0.0001	
V152	1	0.018010	0.007661023	2.3509	0.0188	
V156W	1	-0.00225994	0.013128	-0.1721	0.8633	
V157C	1	-0.019887	0.010283	-1.9340	0.0532	
V159A	1	-0.021338	0.015715	-1.3578	0.1746	
V160	1	0.009018426	0.003912407	2.3051	0.0212	
V161	1	0.003066347	0.006561379	0.4673	0.6403	
V165	1	0.235891	0.015866	14.8673	0.0001	
V168	1	0.016993	0.005245418	3.2397	0.0012	
V169	1	0.033779	0.013112	2.5763	0.0100	
V172	1	-0.046701	0.003622176	-12.8931	0.0001	
WHS	1	-0.018265	0.015894	-1.1491	0.2505	
BLK	1	-0.022834	0.016623	-1.3736	0.1696	
OTH	1	0.026375	0.024599	1.0681	0.2855	

Table B.5--continued

MODEL	MODEL01	SSE	3224.756	F RATIO	14.74	
DEP VAR:	V119	DFT	6964	PROB>F	0.0001	
		MSR	0.463061	R-SQUARE	0.0347	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.939459	0.074582	52.0206	0.0001	
FOLPRACT	1	-0.032399	0.033387	-0.9704	0.3319	
POLUP1	1	0.014860	0.021076	0.7051	0.4808	
RACIO	1	-0.067058	0.024172	-2.7742	0.0055	
SUPER	1	0.188754	0.022726	8.3057	0.0001	
V152	1	-0.00526804	0.011465	-0.4595	0.6459	
V156W	1	0.037738	0.019647	1.9208	0.0548	
V157C	1	0.034796	0.015389	2.2611	0.0238	
V159A	1	-0.016305	0.023519	-0.6933	0.4882	
V160	1	-0.00678329	0.00585193	-1.1585	0.2467	
V161	1	0.035186	0.009819567	3.5833	0.0003	
V165	1	0.00169584	0.023745	0.0714	0.9431	
V168	1	0.056764	0.007850138	7.2310	0.0001	
V169	1	0.099559	0.019622	5.0738	0.0001	
V172	1	-0.010319	0.005420843	-1.9036	0.0570	
WHS	1	0.080421	0.023787	3.3808	0.0007	
BLK	1	0.107621	0.024878	4.3259	0.0001	
OTH	1	0.026570	0.036814	0.7217	0.4705	

Table B.5--continued

MODEL	MODEL01	SSE	5495.593	F RATIO	22.14
DEP VAR	V120	DFE	6964	PROB>F	0.0001
		MSE	0.789143	R-SQUARE	0.0513
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.329132	0.097363	34.1931	0.0001
POLPRACT	1	-0.00707652	0.043595	-0.1624	0.8710
POLUP1	1	-0.097663	0.027514	-3.5496	0.0004
SACTO	1	-0.103075	0.031556	-3.2910	0.0010
SUPER	1	0.229396	0.029667	7.7322	0.0001
V152	1	-0.023231	0.014967	-1.5521	0.1207
V156W	1	0.103756	0.025648	4.0453	0.0001
V157C	1	0.092790	0.020089	4.6189	0.0001
V159A	1	0.026441	0.030703	0.8612	0.3892
V160	1	-0.00210752	0.00764366	-0.2862	0.7747
V161	1	-0.050288	0.012819	-3.9230	0.0001
V165	1	-0.011517	0.030998	-0.3715	0.7102
V168	1	0.037248	0.010248	3.6347	0.0003
V169	1	0.178544	0.025616	6.9701	0.0001
V172	1	0.038313	0.007076616	5.4141	0.0001
WMS	1	0.149477	0.031053	4.8136	0.0001
BLK	1	0.075218	0.032477	2.3160	0.0206
OTH	1	-0.00801455	0.048059	-0.1668	0.8676

Table B.5--continued

MODEL:	MODEL01	SSE	5229.235	F RATIO	24.97	
DEP VAR:	V121	DPE	6964	PROB>F	0.0001	
		MSE	0.750895	R-SQUARE	0.0574	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.557724	0.094974	37.4600	0.0001	
FOLPSACT	1	-0.025884	0.042515	-0.6088	0.5427	
FOLUP1	1	-0.089099	0.026839	-3.3197	0.0009	
RACTO	1	-0.041054	0.030781	-1.3337	0.1823	
SUPER	1	0.217526	0.028940	7.5165	0.0001	
V152	1	-0.043631	0.014600	-2.9884	0.0028	
V156W	1	0.117354	0.025019	4.6906	0.0001	
V157C	1	0.105094	0.019596	5.3630	0.0001	
V159A	1	0.050508	0.029950	1.6864	0.0918	
V160	1	-0.00529687	0.007456102	-0.7104	0.4775	
V161	1	-0.053625	0.012504	-4.2885	0.0001	
V165	1	0.009954521	0.030238	0.3292	0.7420	
V168	1	0.014436	0.009996498	1.4441	0.1487	
V169	1	0.196103	0.024987	7.8481	0.0001	
V172	1	0.042710	0.006902993	6.1871	0.0001	
WHS	1	0.060537	0.030291	2.2626	0.0237	
BLK	1	0.025319	0.031680	0.7992	0.4242	
OTH	1	-0.025010	0.046880	-0.5335	0.5937	



Table B.5--continued

MODEL:	MODEL01		SSE		5452.917	F RATIO	19.34
DEP VAR:	V122		DFZ		6964	PROB>F	0.0001
			MSR		0.783015	R-SQUARE	0.0451
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	3.748065	0.096984	38.6463	0.0001		
POLPRACT	1	0.005277454	0.043415	0.1216	0.9033		
FOLUP1	1	-0.026335	0.027407	-0.9609	0.3366		
SACTO	1	-0.086115	0.031433	-2.7396	0.0062		
SUPER	1	0.158569	0.029552	5.3657	0.0001		
V152	1	-0.053707	0.014909	-3.6023	0.0003		
V156W	1	0.047104	0.025549	1.8437	0.0653		
V157C	1	0.049916	0.020011	2.4945	0.0126		
V159A	1	0.044766	0.030583	1.4637	0.1433		
V160	1	0.001935526	0.0076139	0.2542	0.7993		
V161	1	-0.074027	0.012769	-5.7974	0.0001		
V165	1	0.016030	0.030877	0.5191	0.6037		
V168	1	0.007787417	0.010208	0.7629	0.4456		
V169	1	0.221752	0.025516	8.6906	0.0001		
V172	1	0.032540	0.007049086	4.6162	0.0001		
WHS	1	0.210047	0.030932	6.7906	0.0001		
BLK	1	0.107147	0.032351	3.3120	0.0009		
OTH	1	-0.00227693	0.047872	-0.0476	0.9621		

Table B.5--continued

MODEL: MODEL01	SSE	F RATIO	21.39	VARIABLE	VARIABLE
DEP VAR: V123	DFE	PROB>F	0.0001		LABEL
	MSE	R-SQUARE	0.0496		
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.733054	0.093220	40.0458	0.0001
FOLPRACT	1	0.00011218	0.041730	0.0027	0.9979
FOLUP1	1	-0.016727	0.026343	-0.6350	0.5255
RACTO	1	-0.032299	0.030213	-1.0691	0.2851
SUPER	1	0.197333	0.028405	6.9471	0.0001
V152	1	-0.040919	0.014330	-2.8554	0.0043
V156W	1	0.099522	0.024557	4.0527	0.0001
V157C	1	0.087456	0.019234	4.5469	0.0001
V159A	1	0.086719	0.029396	2.9500	0.0032
V160	1	-0.00115661	0.007310392	-0.1580	0.8744
V161	1	-0.063371	0.012273	-5.1633	0.0001
V165	1	0.004402024	0.029679	0.1510	0.8800
V168	1	0.013839	0.009011069	1.4105	0.1584
V169	1	0.216028	0.024526	8.8082	0.0001
V172	1	0.034701	0.006775498	5.1334	0.0001
WHS	1	0.084335	0.029732	2.8366	0.0046
BLK	1	-0.016864	0.031095	-0.5423	0.5876
OTH	1	-0.00956724	0.046014	-0.2079	0.8353

Table B.5--continued

MODEL: MODEL01	DF	PARAMETER ESTIMATE	SSE DFE MSE	STANDARD ERROR	F RATIO PROB>F R-SQUARE	T RATIO PROB> T	VARIABLE LABEL
DEP VAR: V124							
VARIABLE	DF	PARAMETER ESTIMATE	SSE DFE MSE	STANDARD ERROR	F RATIO PROB>F R-SQUARE	T RATIO PROB> T	VARIABLE LABEL
INTERCEPT	1	4.133350		0.100810	41.0212	0.0001	
FOLPRACT	1	-0.095023		0.045128	-2.1056	0.0353	
FOLUP1	1	-0.010231		0.028488	-0.3591	0.7195	
BACTO	1	-0.064057		0.032673	-1.9605	0.0500	
SUPER	1	-0.0029128		0.030718	-0.0974	0.9224	
V152	1	0.020879		0.015497	1.3472	0.1779	
V156W	1	-0.107974		0.026557	-4.0658	0.0001	
V157C	1	-0.037758		0.020800	-1.8152	0.0695	
V159A	1	0.064822		0.031790	2.0391	0.0415	
V160	1	0.007907132		0.00791429	0.9991	0.3178	
V161	1	0.048339		0.013273	3.6420	0.0003	
V165	1	0.024701		0.032096	0.7696	0.4416	
V168	1	-0.00387515		0.010611	-0.3652	0.7150	
V169	1	0.091380		0.026523	3.4453	0.0006	
V172	1	-0.036599		0.007327192	-4.9949	0.0001	
WHS	1	0.067911		0.032152	2.1121	0.0347	
BLK	1	0.123983		0.033627	3.6870	0.0002	
OTH	1	-0.076586		0.049761	-1.5391	0.1238	

Table B.5--continued

MODEL:	MODEL01	DF	PARAMETER ESTIMATE	SSE DFE MSE	5936.098 6964 0.852398	F RATIO PROB>F R-SQUARE	33.01 0.0001 0.0746	VARIABLE LABEL
DEP VAR: V125								
VARIABLE					STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT		1	4.726752		0.101189	46.7119	0.0001	
FOLPRACT		1	0.027768		0.045298	0.6130	0.5399	
FOLUP1		1	-0.054447		0.028596	-1.9040	0.0569	
SACTO		1	-0.147483		0.032796	-4.4970	0.0001	
SUPER		1	-0.022321		0.030834	-0.7239	0.4691	
V152		1	-0.026316		0.015556	-1.6918	0.0907	
V156W		1	-0.015530		0.026656	-0.5826	0.5602	
V157C		1	-0.117114		0.020879	-5.6092	0.0001	
V159A		1	0.083410		0.031910	2.6139	0.0090	
V160		1	-0.013904		0.007944074	-1.7502	0.0801	
V161		1	-0.055723		0.013323	-4.1826	0.0001	
V165		1	-0.036809		0.022216	-1.1425	0.2533	
V168		1	-0.088697		0.010651	-8.3278	0.0001	
V169		1	0.164191		0.026623	6.1673	0.0001	
V172		1	0.032414		0.007354766	4.4072	0.0001	
WHS		1	0.204711		0.032273	6.3430	0.0001	
BLK		1	0.164823		0.033754	4.8831	0.0001	
OTH		1	0.060621		0.049948	1.2137	0.2249	

Table B.5--continued

MODEL:	MODEL01	SSE	5749.488	F RATIO	10.24	
DEP VAR:	V126	DFE	6964	PROB>F	0.0001	
		MSE	0.025601	R-SQUARE	0.0244	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	4.499971	0.099586	45.1867	0.0001	
FOLPRACT	1	0.007071236	0.044580	0.1586	0.8740	
FOLUP1	1	-0.046489	0.028143	-1.6519	0.0986	
SACTO	1	-0.115300	0.032276	-3.5723	0.0004	
SUPER	1	0.058602	0.030345	1.9312	0.0535	
V152	1	-0.015022	0.015309	-1.0335	0.3014	
V156W	1	-0.111032	0.026234	-4.2323	0.0001	
V157C	1	-0.065786	0.020548	-3.2016	0.0014	
V159A	1	0.057361	0.031404	1.8265	0.0678	
V160	1	0.011064	0.00781821	1.4151	0.1571	
V161	1	-0.011145	0.013112	-0.8500	0.3954	
V165	1	0.017405	0.031706	0.5490	0.5831	
V168	1	-0.019859	0.010482	-1.8946	0.0582	
V169	1	0.127893	0.026201	4.8613	0.0001	
V172	1	-0.036089	0.007238239	-4.9858	0.0001	
WHS	1	0.060787	0.031762	1.9138	0.0557	
BLK	1	0.043158	0.032119	1.2992	0.1939	
OTH	1	-0.041416	0.049157	-0.8425	0.3995	

Table B.5--continued

MODEL:	MODEL01	SSE	8504.238	F RATIO	26.30	
DEP VAR:	V127	DFZ	6964	PROB>F	0.0001	
		MSR	1.221171	R-SQUARE	0.0603	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	4.949752	0.121116	40.8678	0.0001	
FOLPRACT	1	0.016663	0.054210	0.3073	0.7586	
FOLUP1	1	-0.108971	0.034227	-3.1838	0.0015	
AACTO	1	-0.258484	0.039254	-6.5849	0.0001	
SUPER	1	-0.014271	0.036905	-0.3867	0.6990	
V152	1	-0.015043	0.018619	-0.8079	0.4191	
V156W	1	-0.132609	0.031906	-4.1563	0.0001	
V157C	1	-0.128042	0.024990	-5.1237	0.0001	
V159A	1	-0.094869	0.028193	-2.4839	0.0130	
V160	1	0.003613319	0.009508465	0.3800	0.7039	
V161	1	-0.065911	0.015946	-4.1333	0.0001	
V165	1	0.020775	0.038561	0.5387	0.5901	
V168	1	-0.00961141	0.012748	-0.7539	0.4509	
V169	1	0.155176	0.031865	4.8697	0.0001	
V172	1	-0.046735	0.00803108	-5.3089	0.0001	
WHS	1	0.170654	0.038629	4.4178	0.0001	
BLK	1	0.160239	0.040401	3.9663	0.0001	
OTH	1	0.025292	0.059784	0.4231	0.6723	

Table B.5--continued

NONSUPERVISORS ONLY

MODEL:	MODEL01	SSE	6315.697	F RATIO	32.99	VARIABLE
DEP VAR:	V32	DFE	5393	PROB>F	0.0001	LABEL
		MSE	1.171092	R-SQUARE	0.0891	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.394983	0.128711	18.6075	0.0001	
FOLPSACT	1	-0.223142	0.059517	-3.7492	0.0002	
FOLUP1	1	0.086158	0.039905	2.2092	0.0272	
SACTO	1	-0.285108	0.042550	-6.7006	0.0001	
V152	1	-0.116368	0.020044	-5.8056	0.0001	
V156W	1	-0.035261	0.035098	-1.0046	0.3151	
V157C	1	0.193250	0.029278	6.6005	0.0001	
V159A	1	-0.118268	0.041589	-2.8437	0.0045	
V160	1	0.007105601	0.010647	0.6674	0.5046	
V161	1	-0.024726	0.017793	-1.3897	0.1647	
V165	1	0.226604	0.039365	5.7565	0.0001	
V168	1	0.080340	0.013778	5.8311	0.0001	
V169	1	-0.00147284	0.035387	-0.0416	0.9668	
V172	1	-0.061671	0.009924555	-6.2140	0.0001	
WHS	1	0.125646	0.043513	2.8875	0.0039	
BLK	1	-0.129170	0.04452	-2.9058	0.0037	
OTH	1	-0.093745	0.063531	-1.4756	0.1401	
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MODEL:	MODEL01	SSE	5556.533	F RATIO	15.73	VARIABLE
DEP VAR:	V59	DFE	5393	PROB>F	0.0001	LABEL
		MSE	1.030323	R-SQUARE	0.0466	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	1.921227	0.120728	15.9137	0.0001	
FOLPSACT	1	-0.075318	0.055826	-1.3492	0.1773	
FOLUP1	1	0.023295	0.037430	0.6224	0.5337	
SACTO	1	-0.206416	0.039911	-5.1719	0.0001	
V152	1	-0.074083	0.018801	-3.9404	0.0001	
V156W	1	-0.055719	0.032921	-1.6925	0.0906	
V157C	1	0.113054	0.027462	4.1167	0.0001	
V159A	1	-0.086745	0.039009	-2.2237	0.0262	
V160	1	0.014849	0.009987	1.4868	0.1371	
V161	1	0.037955	0.016689	2.2743	0.0230	
V165	1	0.055336	0.036923	1.4987	0.1340	
V168	1	0.087176	0.012923	6.7456	0.0001	
V169	1	-0.019995	0.033192	-0.6024	0.5469	
V172	1	-0.034594	0.009308986	-3.7162	0.0002	
WHS	1	0.127658	0.040814	3.1278	0.0018	
BLK	1	0.025165	0.041695	0.6036	0.5462	
OTH	1	0.074505	0.059591	1.2503	0.2113	

Table B.6

REGRESSION RESULTS FOR SCALES, ALL EMPLOYEES

MODEL:	MODEL01	SSE	3913.435	F RATIO	54.14
DEP VAR:	PM02	DFT	6811	PROB>F	0.0001
		MSE	0.574576	R-SQUARE	0.1190
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.984060	0.084004	35.5228	0.0001
POLPRACT	1	0.011716	0.037605	0.3116	0.7554
POLUP1	1	-0.038603	0.023739	-1.6261	0.1040
SACTO	1	-0.260773	0.027226	-9.5781	0.0001
SUPER	1	0.287866	0.025597	11.2461	0.0001
V152	1	-0.051236	0.012914	-3.9676	0.0001
V156W	1	0.179580	0.022129	8.1150	0.0001
V157C	1	0.103267	0.017333	5.9579	0.0001
V159A	1	-0.0096449	0.026490	-0.3762	0.7068
V160	1	0.016133	0.006594894	2.4463	0.0145
V161	2	0.00811741	0.011060	0.7340	0.4630
V165	1	0.123342	0.026745	4.6118	0.0001
V168	1	0.008397623	0.008841866	0.9498	0.3423
V169	1	-0.00600496	0.022101	-0.2717	0.7859
V172	1	-0.027792	0.006105672	-4.5518	0.0001
WHS	1	0.013196	0.026792	0.4925	0.6224
BLK	1	-0.163015	0.028021	-5.8176	0.0001
OTH	1	-0.121610	0.041465	-2.9328	0.0034



Table B.6--continued

MODEL:	MODEL01	SSE	5085.231	F RATIO	39.84
DEP VAR:	PM03B	DFF	6811	PROB>F	0.0001
		MSE	0.746620	R-SQUARE	0.0904
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.634384	0.095758	37.9537	0.0001
FOLPBLCT	1	0.033274	0.042867	0.7762	0.4376
FOLUP1	1	-0.080745	0.027061	-2.9838	0.0029
SACTO	1	-0.146949	0.031036	-4.7348	0.0001
SUPER	1	0.355474	0.029179	12.1827	0.0001
V152	1	-0.070454	0.014721	-4.7860	0.0001
V156W	1	0.184772	0.025226	7.3247	0.0001
V157C	1	0.091192	0.019758	4.6154	0.0001
V159A	1	-0.051826	0.030197	-1.7163	0.0862
V160	1	-0.000462602	0.007517685	-0.0615	0.9509
V161	1	-0.057114	0.012608	-4.5301	0.0001
V165	1	0.080823	0.030487	2.9134	0.0036
V168	1	0.006176933	0.010079	0.6128	0.5400
V169	1	0.013657	0.025194	0.5421	0.5878
V172	1	-0.026380	0.006960008	-3.7903	0.0002
WHS	1	0.149157	0.030541	4.8838	0.0001
BLK	1	-0.191580	0.031942	-5.9978	0.0001
OTH	1	-0.206685	0.047267	-4.3727	0.0001

Table B.6--continued

MODEL:	MODEL01		SSE	6009.954	F RATIO	44.74
DEF VAR:	PH04		DFZ	6811	PROB>F	0.0001
			MSR	0.882389	R-SQUARE	0.1004
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.694135	0.104101	25.8799	0.0001	
FOLPRACT	1	-0.165568	0.046601	-3.5529	0.0004	
FOLUP1	1	0.033199	0.029419	1.1285	0.2591	
SACTO	1	-0.331988	0.033740	-9.8397	0.0001	
SUPER	1	0.033165	0.031721	1.0455	0.2958	
V152	1	0.006118467	0.016003	0.3823	0.7022	
V156W	1	-0.359991	0.027424	-13.1271	0.0001	
V157C	1	0.061133	0.021480	2.8461	0.0044	
V159A	1	-0.060173	0.032828	-1.8330	0.0668	
V160	1	-0.053747	0.008172677	-6.5764	0.0001	
V161	1	-0.033505	0.013706	-2.4446	0.0145	
V165	1	0.178736	0.033144	5.3928	0.0001	
V168	1	0.097701	0.010957	8.9166	0.0001	
V169	1	0.130028	0.027389	4.7475	0.0001	
V172	1	-0.027024	0.007566411	-3.5716	0.0004	
WHS	1	0.082316	0.033202	2.4792	0.0132	
BLK	1	0.016252	0.034725	0.4680	0.6398	
OTH	1	-0.058915	0.051386	-1.1465	0.2516	

Table B.6--cont Inued

MODEL:	MODEL01		SSE	3802.35	F RATIO	14.28	
DEP VAR:	PM05B		DFF	6811	PROB>F	0.0001	
			MSE	0.558266	R-SQUARE	0.0344	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	4.450140	0.082803	53.7436	0.0001		
FOLPRACT	1	-0.021399	0.037067	-0.5773	0.5638		
FOLUP1	1	-0.035575	0.033400	-1.5203	0.1285		
SACTO	1	-0.108658	0.026837	-4.0488	0.0001		
SUPER	1	0.011867	0.025231	0.4703	0.6381		
V152	1	-0.00704834	0.012729	-0.5537	0.5798		
V156W	1	-0.068465	0.021813	-3.1387	0.0017		
V157C	1	-0.073497	0.017085	-4.3018	0.0001		
V159A	1	0.060299	0.026112	2.6156	0.0089		
V160	1	0.001696558	0.00650062	0.2610	0.7941		
V161	1	-0.00638073	0.010902	-0.5853	0.5584		
V165	1	0.002994173	0.026363	0.1136	0.9096		
V168	1	-0.037163	0.008715471	-4.2640	0.0001		
V169	1	0.129165	0.021785	5.9290	0.0001		
V172	1	-0.013609	0.006018391	-2.2612	0.0238		
WHS	1	0.111061	0.026409	4.2054	0.0001		
BLK	1	0.110277	0.027621	3.9926	0.0001		
OTH	1	-0.015742	0.040873	-0.3851	0.7001		

Table B.6--continued

MODEL:	MODEL01	SSE	5179.78	F RATIO	41.34	
DEP VAR:	PM06	DPE	6811	PROB>F	0.0001	
		NSR	0.760502	R-SQUARE	0.0935	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.375647	0.096644	34.9285	0.0001	
FOLPRACT	1	0.039092	0.043263	0.9036	0.3662	
FOLUP1	1	-0.00670326	0.027311	-0.2454	0.8061	
BACTO	1	-0.291665	0.031323	-9.3116	0.0001	
SUPER	1	0.408891	0.029449	13.8849	0.0001	
V152	1	-0.052703	0.014857	-3.5474	0.0004	
V156W	1	0.094889	0.025459	3.7263	0.0002	
V157C	1	0.030289	0.019941	1.5189	0.1288	
V159A	1	-0.001542	0.020476	-2.6756	0.0075	
V160	1	0.015442	0.00758725	2.0353	0.0419	
V161	1	-0.015764	0.012724	-1.2389	0.2154	
V165	1	0.113510	0.030769	3.6890	0.0002	
V168	1	0.032747	0.010172	3.2192	0.0013	
V169	1	-0.041877	0.025427	-1.6470	0.0996	
V172	1	-0.047830	0.00702413	-6.8091	0.0001	
WHB	1	0.046225	0.030824	1.4997	0.1337	
BLK	1	-0.037708	0.032238	-1.1697	0.2422	
OTH	1	-0.040252	0.047705	-0.8438	0.3988	



Table B.6--continued

MODEL:	MODEL01	SSE	7354.717	F RATIO	51.87
DEP VAR:	PHOS	DFE	6811	PROB>F	0.0001
		MSE	1.079829	R-SQUARE	0.1146
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.354818	0.115161	29.1317	0.0001
FOLPRACT	1	0.092729	0.051552	1.7987	0.0721
FOLUP1	1	-0.0031689	0.032544	-0.0974	0.9224
SACTO	1	0.263856	0.037324	7.0693	0.0001
SUPER	1	-0.245563	0.035091	-6.9980	0.0001
V152	1	0.014871	0.017703	0.8400	0.4009
V156W	1	0.143491	0.030337	4.7299	0.0001
V157C	1	-0.20623	0.023761	-8.4433	0.0001
V159A	1	0.076898	0.036315	2.1175	0.0343
V160	1	0.009407314	0.009040901	1.0405	0.2981
V161	1	-0.015205	0.015162	-1.0028	0.3160
V165	1	-0.140885	0.036665	-3.8425	0.0001
V168	1	-0.138767	0.012121	-11.4482	0.0001
V169	1	-0.037721	0.030299	-1.2450	0.2132
V172	1	0.060019	0.008370229	7.1706	0.0001
WHB	1	-0.023930	0.036729	-0.6515	0.5147
BLK	1	0.109125	0.038414	2.8408	0.0045
OTH	1	0.209346	0.056845	3.6828	0.0002

Table B.6--continued

MODEL	MODEL01	SSE DF	SSR DF	3941.283 6811	F RATIO PROB>F	26.10 0.0001
DEF VAR: PM10		MSE		0.578664	R-SQUARE	0.0612
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.600632	0.084302	42.7109	0.0001	
FOLPSACT	1	-0.00498383	0.037738	-0.1321	0.8949	
FOLUP1	1	-0.058150	0.023823	-2.4409	0.0147	
SACTO	1	-0.066065	0.027323	-2.4179	0.0156	
SUPRR	1	0.203728	0.025688	7.9309	0.0001	
V152	1	-0.041185	0.012960	-3.1780	0.0015	
V156W	1	0.092121	0.022208	4.1481	0.0001	
V157C	1	0.083411	0.017394	4.7953	0.0001	
V159A	1	0.052966	0.026584	1.9924	0.0464	
V160	1	-0.00142792	0.006618317	-0.2158	0.8292	
V161	1	-0.060969	0.011099	-5.4930	0.0001	
V165	1	0.003169334	0.026840	0.1181	0.9060	
V168	1	0.018354	0.008873268	2.0695	0.0386	
V169	1	0.203451	0.022180	9.1728	0.0001	
V172	1	0.036826	0.006127356	6.0101	0.0001	
WH5	1	0.126754	0.026887	4.7142	0.0001	
BLK	1	0.047128	0.028121	1.6759	0.0938	
OTH	1	-0.011898	0.041613	-0.2859	0.7749	

Table B.6--continued

MODEL:	MODEL01	SSE	5726.967	F RATIO	84.36
DEP VAR:	PM11	DFE	6811	PROB>F	0.0001
		MSE	0.840841	R-SQUARE	0.1739
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.793643	0.101621	27.4908	0.0001
FOLPRACT	1	0.0007120797	0.045491	0.0157	0.9875
FOLUP1	1	0.026783	0.028718	0.9327	0.3510
SACTO	1	-0.328752	0.032936	-9.9816	0.0001
SUPER	1	0.402880	0.030965	13.0108	0.0001
V152	1	-0.022823	0.015622	-1.4610	0.1441
V156W	1	0.142435	0.026770	5.3207	0.0001
V157C	1	0.273938	0.020968	13.0648	0.0001
V159A	1	-0.083345	0.032046	-2.6008	0.0093
V160	1	0.0007345438	0.007977946	0.0921	0.9266
V161	1	-0.015707	0.013380	-1.1739	0.2405
V165	1	0.086038	0.032354	2.6593	0.0078
V168	1	0.098027	0.010696	9.1647	0.0001
V169	1	-0.073461	0.026736	-2.7476	0.0060
V172	1	-0.047047	0.007386126	-6.3696	0.0001
WHS	1	0.176202	0.032411	5.4365	0.0001
BLK	1	-0.090309	0.033898	-2.6642	0.0077
OTH	1	-0.129251	0.050161	-2.5767	0.0100



Table B.6--continued

MODEL:	MODEL01	SSE	6520.492	F RATIO	48.90
DEP VAR:	PH12	DFE	6811	PROB>F	0.0001
		MSE	0.957347	R-SQUARE	0.1088
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.352833	0.108433	30.9208	0.0001
FOLPSEACT	1	-0.025473	0.048540	-0.5248	0.5998
FOLUP1	1	-0.025892	0.030643	-0.8450	0.3982
SACTO	1	-0.235807	0.035144	-7.2789	0.0001
SUPER	1	0.261849	0.033041	7.9250	0.0001
V152	1	-0.043171	0.016669	-2.5899	0.0096
V156W	1	-0.060038	0.028565	-2.1018	0.0356
V157C	1	0.202027	0.022373	9.0299	0.0001
V159A	1	-0.083590	0.034194	-2.4446	0.0145
V160	1	-0.00263544	0.008512731	-0.3096	0.7569
V161	1	-0.035228	0.014276	-2.4675	0.0136
V165	1	0.133525	0.034523	3.8678	0.0001
V168	1	0.114254	0.011413	10.0108	0.0001
V169	1	-0.061829	0.028528	-2.1673	0.0302
V172	1	-0.054101	0.00788124	-6.8645	0.0001
WH8	1	0.198167	0.034584	5.7301	0.0001
BLK	1	-0.160142	0.036170	-4.4275	0.0001
OTH	1	-0.168084	0.053524	-3.1404	0.0017

Table B.6--continued

MODEL:	MODEL01	SSE	4151.244	F RATIO	51.56	VARIABLE LABEL
DEP VAR:	PM14	DFZ	6811	PROB>F	0.0001	
		MSE	0.609491	R-SQUARE	0.1140	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.632756	0.086519	30.4299	0.0001	
FOLPSACT	1	0.086775	0.038730	2.2405	0.0251	
FOLUP1	1	-0.013984	0.024450	-0.5719	0.5674	
SACTO	1	-0.159950	0.028041	-5.7041	0.0001	
SUPER	1	0.490605	0.026363	18.6095	0.0001	
V152	1	-0.056885	0.013300	-4.2769	0.0001	
V156W	1	0.127823	0.022792	5.6083	0.0001	
V157C	1	0.092095	0.017852	5.1589	0.0001	
V159A	1	-0.077021	0.027283	-2.8230	0.0048	
V160	1	-0.00142798	0.006792316	-0.2102	0.8335	
V161	1	-0.0026222	0.011391	-0.2302	0.8179	
V165	1	0.106806	0.027546	3.8774	0.0001	
V168	1	0.033164	0.009106552	3.6417	0.0003	
V169	1	-0.016548	0.022763	-0.7270	0.4673	
V172	1	-0.033101	0.006288448	-5.2638	0.0001	
WHIS	1	0.035608	0.027594	1.2904	0.1970	
BLK	1	-0.038151	0.028860	-1.3220	0.1862	
OTH	1	-0.036649	0.042707	-0.8582	0.3908	

Table B.6--continued

MODEL	MODEL01	SSE	DFE	MSE	3233.661	F RATIO	72.07
DEP VAR: PM15					6811	PROB>F	0.0001
					0.474770	R-SQUARE	0.1525
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	2.730894	0.076360	35.7632	0.0001		
FOLPRACT	1	-0.00943096	0.034183	-0.2759	0.7826		
FOLUP1	1	0.005118285	0.021579	0.2372	0.8125		
SACTO	1	-0.317335	0.024749	-12.8223	0.0001		
SUPER	1	0.313014	0.023268	13.4526	0.0001		
V152	1	-0.110985	0.011739	-9.4546	0.0001		
V156W	1	0.078267	0.020116	3.8908	0.0001		
V157C	1	0.057024	0.015756	3.6192	0.0003		
V159A	1	-0.094170	0.024080	-3.9107	0.0001		
V160	1	0.004982613	0.005994818	0.8312	0.4059		
V161	1	0.012058	0.010054	1.1994	0.2304		
V165	1	0.103376	0.024311	4.2521	0.0001		
V168	1	0.058849	0.008037336	7.3220	0.0001		
V169	1	-0.035104	0.020090	-1.7473	0.0806		
V172	1	-0.043203	0.00555011	-7.7841	0.0001		
WHS	1	0.131901	0.024354	5.4159	0.0001		
BLK	1	-0.011564	0.025471	-0.4540	0.6498		
OTH	1	-0.031164	0.037692	-0.8268	0.4084		

Table B.6--continued

MODEL:	MODEL01	SSE	5354.533	F RATIO	26.26
DEP VAR:	PM17	DFT	6011	PROB>F	0.0001
		MSE	0.786160	R-SQUARE	0.0615
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.318895	0.098261	23.5993	0.0001
FOLPRACT	1	-0.295598	0.043987	-6.7201	0.0001
FOLUP1	1	0.005235902	0.027768	0.1886	0.8504
SACTO	1	0.092611	0.031847	2.9080	0.0036
SUPER	1	0.245597	0.029941	8.2026	0.0001
V152	1	-0.052367	0.015105	-3.4668	0.0005
V156W	1	0.085883	0.025885	3.3179	0.0009
V157C	1	0.076871	0.020274	3.7915	0.0002
V159A	1	-0.128850	0.030986	-4.1583	0.0001
V160	1	-0.010698	0.007714176	-1.3868	0.1656
V161	1	-0.025345	0.012937	-1.9590	0.0501
V165	1	0.059606	0.031284	1.9053	0.0568
V168	1	0.052610	0.010343	5.0868	0.0001
V169	1	0.058824	0.025852	2.2754	0.0229
V172	1	-0.040246	0.007141923	-5.6352	0.0001
WHS	1	0.283087	0.031340	9.0329	0.0001
BLK	1	0.069078	0.032777	2.1075	0.0351
OTH	1	-0.023071	0.048503	-0.4757	0.6343

Table B.6---continued

MODEL: MODEL01	SSE	F RATIO	79.34
DEP VAR: PH18D	DFZ	PROB>F	0.0001
	MSE	R-SQUARE	0.1653
VARIABLE	DF	T RATIO	PROB> T
INTERCEPT	1	32.2327	0.0001
FOLPRACT	1	-4.0204	0.0001
FOLUP1	1	0.5043	0.5591
SACTO	1	-7.5124	0.0001
SUPER	1	16.2102	0.0001
V152	1	-6.7204	0.0001
V156W	1	7.4409	0.0001
V157C	1	6.1329	0.0001
V159A	1	-5.0661	0.0001
V160	1	-0.6891	0.4900
V161	1	0.4533	0.6503
V165	1	3.5101	0.0005
V168	1	3.7567	0.0002
V169	1	-2.2987	0.0216
V172	1	-6.6430	0.0001
WHS	1	9.0091	0.0001
BLK	1	-0.1010	0.9109
OTH	1	0.3034	0.7616
		STANDARD ERROR	
		0.3350.661	
		6011	
		0.491949	
		PARAMETER ESTIMATE	
		2.505432	
		-0.160009	
		0.012034	
		-0.109257	
		0.304130	
		-0.080390	
		0.152363	
		0.090360	
		-0.143700	
		-0.004200	
		0.004639376	
		0.086067	
		0.030735	
		-0.047010	
		-0.037535	
		0.005649625	
		0.024791	
		-0.00264025	
		0.030360	

Table B.6--continued

MODEL:	MODEL01	SSE	7563.132	F RATIO	56.64	
DEP VAR:	PM19	DFE	6811	PROB>F	0.0001	
		MSE	1.110429	R-SQUARE	0.1239	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	1.950382	0.116781	16.7012	0.0001	
FOLFRAC1	1	-0.154916	0.052277	-2.9639	0.0030	
FOLFRAC1	1	0.074745	0.033002	2.2649	0.0236	
RAC10	1	-0.217064	0.037849	-5.7350	0.0001	
SUPER	1	0.189323	0.035584	5.3204	0.0001	
V152	1	-0.020532	0.017952	-1.1437	0.2528	
V156W	1	-0.311733	0.030764	-10.1331	0.0001	
V157C	1	0.399618	0.024096	16.5846	0.0001	
V159A	1	-0.054601	0.036826	-1.4827	0.1382	
V160	1	-0.034097	0.009168105	-3.7191	0.0002	
V161	1	-0.0077619	0.015376	-0.5048	0.6137	
V165	1	0.170403	0.037180	4.5831	0.0001	
V169	1	0.059837	0.012292	4.8681	0.0001	
V172	1	0.156987	0.030725	5.1095	0.0001	
WH3	1	-0.053008	0.008487996	-6.2451	0.0001	
BLK	1	-0.017685	0.037246	-0.4748	0.6349	
OTH	1	-0.326501	0.038955	-8.3816	0.0001	
		-0.108184	0.057644	-1.8768	0.0606	

Table B.6--continued

MODEL:	MODEL01	SSE	4253.727	F RATIO	95.65
DEP VAR:	PM21B	DFF	6011	PROB>F	0.0001
		MSE	0.624538	R-SQUARE	0.1927
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.608186	0.087580	29.7806	0.0001
FOLPRACT	1	0.042433	0.039206	1.0823	0.2791
FOLUP1	1	0.008339127	0.024750	0.3369	0.7362
SACTO	1	-0.188783	0.028385	-6.6508	0.0001
SUPER	1	0.692809	0.026687	25.9609	0.0001
V152	1	-0.095033	0.013463	-7.0586	0.0001
V156W	1	0.107092	0.023071	4.6418	0.0001
V157C	1	0.081813	0.018071	4.5274	0.0001
V159A	1	-0.074947	0.027618	-2.7137	0.0067
V160	1	0.002224879	0.006875647	0.3236	0.7463
V161	1	0.011758	0.011531	1.0197	0.3079
V165	1	0.210617	0.027884	7.8403	0.0001
V168	1	0.046875	0.009218274	5.0850	0.0001
V169	1	0.014247	0.023042	0.6183	0.5364
V172	1	-0.029526	0.006365597	-4.6383	0.0001
WHS	1	-0.016382	0.027933	-0.5865	0.5576
BLK	1	-0.145115	0.029214	-4.9673	0.0001
OTH	1	-0.094622	0.043231	-2.1888	0.0286

Table B.6--continued

MODEL:	MODEL01	SSE	7308.311	F RATIO	69.80	
DEP VAR:	PM23	DFZ	6811	PROB>F	0.0001	
		MSE	1.073016	R-SQUARE	0.1484	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.668730	0.114797	23.2474	0.0001	
FOLPRACT	1	-0.212786	0.051389	-4.1407	0.0001	
FOLUP1	1	0.019555	0.032441	0.6028	0.5467	
SACTO	1	-0.194082	0.037206	-5.2164	0.0001	
SUPER	1	0.643208	0.034980	18.3880	0.0001	
V152	1	-0.123273	0.017647	-6.9853	0.0001	
V156W	1	0.206506	0.030241	6.8287	0.0001	
V157C	1	0.153682	0.023686	6.4882	0.0001	
V159A	1	-0.158342	0.036201	-4.3740	0.0001	
V160	1	-0.0032561	0.009012334	-0.3613	0.7179	
V161	1	-0.013849	0.013114	-0.9163	0.3596	
V165	1	0.092595	0.036549	2.5335	0.0113	
V168	1	-0.014747	0.012083	-1.2205	0.2223	
V169	1	-0.017075	0.030203	-0.5653	0.5719	
V172	1	-0.058796	0.00834378	-7.0467	0.0001	
WHS	1	0.240703	0.036613	6.5742	0.0001	
BLK	1	-0.106997	0.038293	-2.7942	0.0052	
OTH	1	-0.024051	0.056665	-0.4244	0.6713	



Table B.6--continued

MODEL:	MODEL01	SSE	5765.679	F RATIO	59.84
DEP VAR:	PM31B	DFF	6811	PROB>F	0.0001
		MSE	0.846525	R-SQUARE	0.1299
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.963661	0.101964	29.0658	0.0001
FOLPRACT	1	0.085367	0.045644	1.8703	0.0615
FOLUP1	1	0.012752	0.028014	0.4426	0.6581
RAC10	1	-0.402296	0.033047	-12.1735	0.0001
SUPER	1	0.418584	0.031070	13.4725	0.0001
V152	1	-0.068358	0.015675	-4.3610	0.0001
V156W	1	0.033596	0.026860	1.2508	0.2111
V157C	1	0.144968	0.021038	6.8906	0.0001
V159A	1	-0.150053	0.032154	-4.6667	0.0001
V160	1	0.000605711	0.008004864	0.0858	0.9317
V161	1	0.0001802581	0.013425	0.0140	0.9888
V165	1	0.131949	0.032463	4.0646	0.0001
V168	1	0.047951	0.010732	4.4680	0.0001
V169	1	-0.079173	0.026826	-2.9513	0.0032
V172	1	-0.049731	0.007411047	-6.7103	0.0001
WHS	1	0.139712	0.032520	4.2961	0.0001
BLK	1	0.001788756	0.034012	0.0526	0.9581
OTH	1	0.023819	0.050331	0.4733	0.6360

Table B.6--continued

MODEL	MODEL01	DF	SSE DFE MSE	STANDARD ERROR	F RATIO PROB>F R-SQUARE	34.20 0.0001 0.0787
DEP VAR: PAYDETIRM						
VARIABLE		DF	PARAMETER ESTIMATE		T RATIO	PROB> T
INTERCEPT		1	2.889242	0.131137	22.0323	0.0001
FOLFRACF		1	-0.125596	0.058704	-2.1395	0.0324
FOLUP1		1	0.045756	0.037059	1.7744	0.0760
RACCTO		1	-0.073646	0.042502	-1.7328	0.0832
SUPER		1	0.406093	0.039959	12.1648	0.0001
V152		1	-0.051377	0.020159	-2.5486	0.0108
V156W		1	0.069824	0.034546	2.0212	0.0433
V157C		1	0.040600	0.027058	1.5005	0.1335
V159A		1	-0.166051	0.041353	-4.0154	0.0001
V160		1	0.000370458	0.010295	0.0360	0.9713
V161		1	0.010612	0.017266	0.6146	0.5388
V165		1	0.027612	0.041751	0.6613	0.5084
V168		1	0.089746	0.013803	6.5020	0.0001
V169		1	0.014005	0.034502	0.4059	0.6848
V172		1	-0.057109	0.009531431	-5.9916	0.0001
WHS		1	0.498608	0.041825	11.9213	0.0001
BLK		1	0.293851	0.043743	6.7176	0.0001
OTH		1	0.243728	0.064731	3.7653	0.0002

Table B.6--continued

MODEL:	MODEL01	SSE	4122.609	F RATIO	31.13
DEF VAR:	UNIONSAT	DFE	6811	PROB>F	0.0001
		MSE	0.605287	R-SQUARE	0.0721
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.686646	0.086220	31.1604	0.0001
FOLPRACT	1	-0.119533	0.038597	-3.0970	0.0020
FOLUP1	1	0.040602	0.024365	1.6664	0.0957
SACTO	1	-0.163851	0.027944	-5.8635	0.0001
SUPER	1	0.125036	0.026272	4.7593	0.0001
V152	1	-0.091081	0.013254	-6.9321	0.0001
V156W	1	0.151849	0.022713	6.6856	0.0001
V157C	1	0.048435	0.017790	2.7226	0.0065
V159A	1	-0.063168	0.027189	-2.3233	0.0203
V160	1	0.00616226	0.00676849	0.9104	0.3626
V161	1	-0.036372	0.011352	-3.2041	0.0014
V165	1	-0.047975	0.027450	-1.7477	0.0806
V168	1	0.076622	0.00907509	8.4432	0.0001
V169	1	0.107190	0.022684	4.7253	0.0001
V172	1	-0.027919	0.00626672	-4.4552	0.0001
WMB	1	0.091986	0.027499	3.3450	0.0008
BLK	1	0.064003	0.028760	2.2254	0.0261
OTH	1	-0.121765	0.042559	-2.8611	0.0042

Table B.6---continued

MODEL:	MODEL01	SSE	1887.633	F RATIO	62.51
DEP VAR:	ORIGINVOL	DYE	6811	PROB>F	0.0001
		MSE	0.277145	R-SQUARE	0.1350
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.494747	0.058342	59.9013	0.0001
FOLPRACT	1	-0.032019	0.026117	-1.2260	0.2202
FOLUP1	1	-0.014158	0.016487	-0.8587	0.3905
RACTO	1	-0.105753	0.018909	-5.5928	0.0001
SUPER	1	0.274083	0.017777	15.4175	0.0001
V152	1	-0.026878	0.008968716	-2.9968	0.0027
V156W	1	0.065604	0.015369	4.2686	0.0001
V157C	1	0.112465	0.012038	9.3426	0.0001
V159A	1	0.014067	0.018398	0.7646	0.4445
V160	1	-0.014120	0.004580233	-3.0829	0.0021
V161	1	-0.018479	0.007681369	-2.4057	0.0162
V165	1	0.010070	0.018575	0.5421	0.5878
V168	1	0.048872	0.008140781	7.9586	0.0001
V169	1	-0.047059	0.015350	-3.0658	0.0022
V172	1	0.018728	0.004240462	4.4165	0.0001
WHS	1	0.021663	0.018608	1.1642	0.2444
BLK	1	-0.076938	0.019461	-3.9534	0.0001
OTH	1	-0.105572	0.028798	-3.6659	0.0002

Table B.6--continued

MODEL:	MODEL01	SSR	5105.265	F RATIO	48.89
DEP VAR:	SUPVNMNT	DFZ	6811	PROB>F	0.0001
		MSE	0.749562	R-SQUARE	0.1088
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.153041	0.095947	32.8624	0.0001
FOLPFACT	1	0.023198	0.042951	0.5401	0.5891
POLUP1	1	0.016802	0.027114	0.6197	0.5355
SACTO	1	-0.240277	0.031097	-7.7268	0.0001
SUPER	1	-0.437660	0.029236	14.9699	0.0001
V152	1	-0.068977	0.014750	-4.6765	0.0001
V156W	1	0.194647	0.025275	7.7011	0.0001
V157C	1	0.087269	0.019797	4.4082	0.0001
V159A	1	-0.092948	0.030256	-3.0720	0.0021
V160	1	-0.0046699	0.007532479	-0.6200	0.5353
V161	1	-0.00034226	0.012632	-0.0271	0.9784
V165	1	0.113100	0.030547	3.7025	0.0002
V168	1	0.008076808	0.010099	0.7998	0.4239
V169	1	-0.051699	0.025243	-2.0480	0.0406
V172	1	-0.045635	0.006971704	-6.5439	0.0001
WHB	1	0.076932	0.030601	2.5140	0.0120
BLK	1	-0.061490	0.032005	-1.9213	0.0547
OTH	1	-0.066341	0.047360	-1.4008	0.1613

Table B.7

REGRESSION RESULTS FOR SUPERVISOR VARIABLES AND SCALES

MODEL: MODEL01	SSE DFE MSE	1781.263 1558 1.143301	F RATIO PROB>F R-SQUARE	9.05 0.0001 0.0851	VARIABLE LABEL
DEP VAR: V128					
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	
INTERCEPT	1	3.094778	8.2788	0.0001	
FOLPRACT	1	-0.036471	-0.2793	0.7801	
FOLUP1	1	0.072620	1.1811	0.2377	
SACTO	1	0.505046	5.2974	0.0001	
V152	1	-0.024084	-0.5144	0.6070	
V156W	1	-0.060426	-0.8554	0.3924	
V157C	1	-0.201968	-4.2595	0.0001	
V159A	1	0.201830	2.3374	0.0195	
V160	1	-0.00505443	-0.2610	0.7941	
V161	1	-0.051283	-1.5738	0.1157	
V165	1	0.117197	0.8127	0.4165	
V168	1	-0.00272759	-0.0927	0.9262	
V169	1	0.285012	4.2921	0.0001	
V172	1	0.050613	2.9091	0.0037	
WHS	1	-0.133139	-1.7437	0.0814	
BLK	1	-0.089384	-1.0281	0.3041	
OTH	1	0.353345	2.3405	0.0194	

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MODEL: MODEL01	SSE DFE MSE	1890.009 1558 1.213100	F RATIO PROB>F R-SQUARE	5.37 0.0001 0.0522	VARIABLE LABEL
DEP VAR: V129					
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	
INTERCEPT	1	1.895955	4.9238	0.0001	
FOLPRACT	1	-0.218888	-1.6271	0.1039	
FOLUP1	1	-0.044529	-0.7031	0.4821	
SACTO	1	-0.172915	-1.7607	0.0785	
V152	1	-0.034889	-0.7235	0.4695	
V156W	1	0.163828	2.2516	0.0245	
V157C	1	0.204926	4.1958	0.0001	
V159A	1	-0.095922	-1.0785	0.2810	
V160	1	0.000119068	0.0006	0.9996	
V161	1	0.054443	1.6220	0.1050	
V165	1	0.123819	0.8336	0.4046	
V168	1	0.021719	0.7166	0.4737	
V169	1	-0.116287	-1.7001	0.0893	
V172	1	0.017921	0.7748	0.4386	
WHS	1	-0.060463	-0.7688	0.4422	
BLK	1	-0.049719	-0.5552	0.5789	
OTH	1	-0.053982	-0.3471	0.7285	

Table B.7--continued

MODEL: MODEL01	SSE	1709.851	F RATIO	4.71	
DEP VAR: V130	DFP	1558	PROB>F	0.0001	
	MSE	1.097465	R-SQUARE	0.0462	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.457976	6.7112	0.0001	
FOLPRACT	1	0.100757	0.7874	0.4311	
FOLUP1	1	-0.062264	-1.0336	0.3015	
SACTO	1	0.327922	3.5106	0.0005	
V152	1	-0.010357	-0.2258	0.8214	
V156W	1	0.150851	2.1797	0.0294	
V157C	1	0.017627	0.046455	0.3794	
V159A	1	-0.054986	-0.6500	0.5158	
V160	1	0.00224576	0.1184	0.9058	
V161	1	-0.084253	-2.6391	0.0084	
V165	1	0.027152	0.1922	0.8476	
V168	1	0.013369	0.028029	0.6429	
V169	1	-0.124382	-1.9118	0.0561	
V172	1	0.00703787	0.017046	0.4126	
WHS	1	-0.045510	-0.6083	0.5430	
BLK	1	-0.086740	-1.0183	0.3087	
OTH	1	0.394430	2.6666	0.0077	
<hr/>					
MODEL: MODEL01	SSE	1932.104	F RATIO	2.47	
DEP VAR: V131	DFP	1558	PROB>F	0.0010	
	MSE	1.240118	R-SQUARE	0.0247	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.760717	7.0910	0.0001	
FOLPRACT	1	0.124099	0.9124	0.3617	
FOLUP1	1	0.123709	0.064033	0.0535	
SACTO	1	-0.150609	-1.5168	0.1295	
V152	1	-0.104116	-2.1354	0.0329	
V156W	1	-0.00928749	-0.1262	0.8996	
V157C	1	0.056937	1.1530	0.2491	
V159A	1	-0.131700	-1.4645	0.1433	
V160	1	0.014397	0.07139	0.4754	
V161	1	-0.0024201	-0.0713	0.9432	
V165	1	0.175738	1.1702	0.2421	
V168	1	0.050058	1.6335	0.1026	
V169	1	-0.078096	-1.1292	0.2590	
V172	1	-0.042096	-2.3233	0.0203	
WHS	1	0.081534	1.0253	0.3054	
BLK	1	0.195340	2.1573	0.0311	
OTH	1	0.030903	-0.1965	0.8442	

Table B.7--continued

MODEL:	MODEL01	SSE	2138.746	F RATIO	7.59	VARIABLE
DEP VAR:	V132	DFF	1558	PROB>F	0.0001	LABEL
		MSE	1.372751	R-SQUARE	0.0723	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.233694	0.409616	5.4531	0.0001	
FOLPRACT	1	-0.298960	0.143107	-2.0891	0.0369	
FOLUP1	1	0.139688	0.067371	2.0734	0.0383	
SACTO	1	-0.262797	0.104468	-2.5156	0.0120	
V152	1	-0.054555	0.051299	-1.0635	0.2877	
V156W	1	0.329861	0.077401	4.2617	0.0001	
V157C	1	0.173689	0.051956	3.3430	0.0008	
V159A	1	-0.231168	0.094615	-2.4432	0.0147	
V160	1	-0.000121066	0.021217	-0.0057	0.9954	
V161	1	0.071372	0.035705	1.9989	0.0458	
V165	1	-0.197377	0.158007	-1.2492	0.2118	
V168	1	0.033778	0.032242	1.0476	0.2950	
V169	1	0.137217	0.072762	1.8858	0.0595	
V172	1	-0.030041	0.019064	-1.5758	0.1153	
WHS	1	0.117393	0.083667	1.4031	0.1608	
BLK	1	-0.157455	0.095269	-1.6527	0.0986	
OTH	1	-0.076071	0.165430	-0.4598	0.6457	
MODEL:	MODEL01	SSE	1774.97	F RATIO	6.88	VARIABLE
DEP VAR:	V133	DFF	1558	PROB>F	0.0001	LABEL
		MSE	1.139262	R-SQUARE	0.0660	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.065264	0.373158	8.2144	0.0001	
FOLPRACT	1	0.042005	0.130370	0.3222	0.7473	
FOLUP1	1	-0.078656	0.061374	-1.2816	0.2002	
SACTO	1	-0.489472	0.095170	-5.1431	0.0001	
V152	1	-0.059649	0.046733	-1.2764	0.2020	
V156W	1	0.113450	0.070512	1.6089	0.1078	
V157C	1	0.207107	0.047332	4.3757	0.0001	
V159A	1	-0.104495	0.086194	-1.2123	0.2256	
V160	1	0.020620	0.019329	1.0668	0.2862	
V161	1	0.071041	0.032527	2.1841	0.0291	
V165	1	-0.00273445	0.143944	-0.0190	0.9848	
V168	1	-0.031270	0.029372	-1.0646	0.2872	
V169	1	-0.111310	0.066286	-1.6792	0.0933	
V172	1	-0.010106	0.017367	-0.5819	0.5607	
WHS	1	-0.073307	0.076220	-0.9618	0.3363	
BLK	1	-0.127302	0.086790	-1.4668	0.1426	
OTH	1	-0.212153	0.150706	-1.4077	0.1594	



Table B.7--continued

MODEL:	MODEL01	SSE	1867.336	F RATIO	7.28	VARIABLE
DEP VAR:	V134	DFE	1558	PROB>F	0.0001	LABEL
		MSE	1.198547	R-SQUARE	0.0696	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.088159	0.382744	0.0685	0.0001	
POLYPHACT	1	0.234398	0.133719	1.7529	0.0798	
POLUP1	1	0.002671827	0.062951	0.0424	0.9662	
SACTO	1	-0.445569	0.097615	-4.5646	0.0001	
V152	1	-0.014900	0.047933	0.3109	0.7560	
V156W	1	-0.016913	0.072323	-0.2339	0.8151	
V157C	1	0.120461	0.048547	2.4813	0.0132	
V159A	1	-0.196580	0.088408	-2.2235	0.0263	
V160	1	0.008424279	0.019825	0.4249	0.6710	
V161	1	0.044134	0.033363	1.3229	0.1861	
V165	1	-0.103923	0.147641	-0.7039	0.4816	
V168	1	0.063436	0.030127	2.1056	0.0354	
V169	1	-0.225144	0.067989	-3.3115	0.0009	
V172	1	-0.058201	0.017813	-3.2673	0.0011	
WHS	1	0.286541	0.078176	3.6652	0.0003	
BLK	1	-0.165543	0.089019	-1.8596	0.0631	
OTH	1	0.019656	0.154577	0.1272	0.8988	

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MODEL:	MODEL01	SSE	2320.282	F RATIO	6.02	VARIABLE
DEP VAR:	V135	DFE	1558	PROB>F	0.0001	LABEL
		MSE	1.489269	R-SQUARE	0.0582	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.644160	0.426646	0.5414	0.0001	
POLYPHACT	1	0.285961	0.149057	1.9185	0.0552	
POLUP1	1	-0.291945	0.070172	-4.1604	0.0001	
SACTO	1	-0.231835	0.108812	-2.1306	0.0333	
V152	1	-0.040787	0.053431	-0.7634	0.4454	
V156W	1	0.343762	0.080619	4.2640	0.0001	
V157C	1	0.045600	0.054116	0.8426	0.3996	
V159A	1	-0.140404	0.098549	-1.4247	0.1544	
V160	1	-0.00181752	0.022099	-0.0822	0.9345	
V161	1	-0.052639	0.037189	-1.4154	0.1571	
V165	1	-0.168137	0.164576	-1.0216	0.3071	
V168	1	0.061425	0.033583	1.8291	0.0676	
V169	1	-0.036923	0.075787	-0.4872	0.6262	
V172	1	-0.039451	0.019857	-1.9868	0.0471	
WHS	1	0.558960	0.087146	6.4141	0.0001	
BLK	1	0.183814	0.099230	1.8524	0.0642	
OTH	1	0.061938	0.172308	0.3595	0.7193	

Table B.7--continued

MODEL:	MODEL01	SSE	1739.368	F RATIO	6.46
DEP VAR:	V136	DFT	1558	PROB>F	0.0001
		MSE	1.109992	R-SQUARE	0.0622
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.330135	0.368334	6.3262	0.0001
FOLPRACT	1	0.234214	0.128684	1.8201	0.0689
FOLUP1	1	-0.020969	0.060581	-0.3461	0.7293
RACIO	1	-0.347264	0.093940	-3.6967	0.0002
V152	1	-0.065681	0.046129	-1.4239	0.1547
V156W	1	-0.018340	0.089600	-0.2060	0.8368
V157C	1	0.240284	0.046720	5.1431	0.0001
V159A	1	-0.120213	0.085080	-1.4129	0.1579
V160	1	0.0004972271	0.019079	0.0261	0.9792
V161	1	0.016794	0.032106	0.5231	0.6010
V165	1	0.151670	0.142083	1.0675	0.2859
V168	1	0.108417	0.028993	3.7395	0.0002
V169	1	-0.105526	0.065429	-1.6128	0.1070
V172	1	-0.044711	0.017143	-2.6082	0.0092
WHS	1	0.093667	0.075235	1.2450	0.2133
BLK	1	-0.192598	0.085668	-2.2482	0.0247
OTH	1	-0.171596	0.148757	-1.1535	0.2489

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MODEL:	MODEL01	SSE	1716.833	F RATIO	3.85
DEP VAR:	V137	DFT	1558	PROB>F	0.0001
		MSE	1.101947	R-SQUARE	0.0381
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.733267	0.366996	10.1725	0.0001
FOLPRACT	1	0.257455	0.128217	2.0080	0.0448
FOLUP1	1	-0.049851	0.060361	-0.8259	0.4090
RACIO	1	-0.520797	0.093599	-5.6496	0.0001
V152	1	0.0006774815	0.045961	0.0147	0.9882
V156W	1	-0.043818	0.069348	-0.6319	0.5276
V157C	1	0.003072353	0.046550	0.0660	0.9474
V159A	1	-0.000489914	0.084771	-0.0058	0.9954
V160	1	0.003424379	0.019010	0.1801	0.8571
V161	1	0.026374	0.031990	0.8244	0.4098
V165	1	-0.098316	0.141567	-0.6945	0.4875
V168	1	0.024345	0.028087	0.8428	0.3995
V169	1	-0.096099	0.065191	-1.4741	0.1407
V172	1	-0.031992	0.017080	-1.8730	0.0613
WHS	1	-0.062893	0.074962	-0.8390	0.4016
BLK	1	0.005393881	0.085357	0.0632	0.9496
OTH	1	-0.032400	0.148217	-0.2186	0.8270

Table B.7--continued

MODEL:	MODEL01	SSE	1614.684	F RATIO	16.00
DF		DF	1558	PROB>F	0.0001
DEP VAR:	V138	MSE	1.036383	R-SQUARE	0.1412
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.370815	0.355911	9.4709	0.0001
FOLPRACT	1	-0.762142	0.124344	-6.1293	0.0001
FOLUP1	1	-0.061751	0.058538	-1.0549	0.2916
SACTO	1	-0.084913	0.090771	-0.9355	0.3497
V152	1	-0.018435	0.044573	-0.4136	0.6792
V156W	1	-0.114492	0.067253	-1.7024	0.0889
V157C	1	0.169227	0.045144	3.7486	0.0002
V159A	1	0.082307	0.082210	1.0012	0.3169
V160	1	0.009147935	0.018436	0.4962	0.6198
V161	1	0.084672	0.031024	2.7293	0.0064
V165	1	-0.149014	0.137291	-1.0854	0.2779
V168	1	-0.010390	0.028015	-0.3709	0.7108
V169	1	-0.147164	0.063222	-2.3277	0.0201
V172	1	0.033924	0.016564	2.0480	0.0407
WHS	1	-0.519843	0.072698	-7.1508	0.0001
BLK	1	-0.396868	0.082778	-4.7943	0.0001
OTH	1	-0.551827	0.143740	-3.8391	0.0001

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MODEL:	MODEL01	SSE	1733.172	F RATIO	2.24
DF		DF	1558	PROB>F	0.0033
DEP VAR:	V139	MSE	1.112434	R-SQUARE	0.0225
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.669627	0.368738	9.9518	0.0001
FOLPRACT	1	-0.131174	0.128026	-1.0182	0.3087
FOLUP1	1	0.009298588	0.080647	0.1533	0.8782
SACTO	1	0.235866	0.094043	2.5081	0.0122
V152	1	0.052591	0.046179	1.1388	0.2549
V156W	1	-0.043284	0.089677	-0.6212	0.5346
V157C	1	-0.040686	0.046771	-0.8699	0.3845
V159A	1	0.166274	0.085173	1.9522	0.0511
V160	1	-0.00346356	0.019100	-0.1813	0.8561
V161	1	-0.059713	0.032142	-1.8576	0.0634
V165	1	-0.040586	0.142239	-0.2853	0.7754
V168	1	-0.00740688	0.029025	-0.2552	0.7986
V169	1	0.117528	0.065501	1.7943	0.0730
V172	1	0.032830	0.017161	1.9130	0.0559
WHS	1	-0.084711	0.075318	-1.1247	0.2609
BLK	1	-0.152617	0.085762	-1.7795	0.0753
OTH	1	0.154699	0.148921	1.0388	0.2991

Table B.7--continued

MODEL:	MODEL01	SSE	1946.576	F RATIO	7.11	VARIABLE
DEP VAR:	V140	DFZ	1558	PROB>F	0.0001	LABEL
		MSR	1.249407	R-SQUARE	0.0680	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.158537	0.390781	8.0826	0.0001	
POLPSACT	1	-0.038195	0.136527	-0.2798	0.7797	
POLUP1	1	0.032326	0.064273	0.5029	0.6151	
SACTO	1	-0.429593	0.099665	-4.3104	0.0001	
V152	1	-0.121875	0.048940	-2.4903	0.0129	
V156W	1	-0.047415	0.073842	-0.6421	0.5209	
V157C	1	0.201803	0.049567	4.0713	0.0001	
V159A	1	-0.189870	0.090265	-2.1035	0.0356	
V160	1	0.022930	0.020242	1.1328	0.2575	
V161	1	0.056898	0.034063	1.6704	0.0950	
V165	1	0.06541875	0.150741	0.0434	0.9654	
V168	1	0.075583	0.030760	2.4572	0.0141	
V169	1	-0.035296	0.069416	-0.5085	0.6112	
V172	1	-0.052602	0.018187	-2.8922	0.0039	
WHS	1	0.126653	0.079820	1.5867	0.1128	
BLK	1	-0.158943	0.090888	-1.7488	0.0805	
OTH	1	-0.025449	0.157823	-0.1612	0.8719	
MODEL:	MODEL01	SSE	1498.656	F RATIO	6.42	VARIABLE
DEP VAR:	V141	DFZ	1558	PROB>F	0.0001	LABEL
		MSR	0.961910	R-SQUARE	0.0618	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	1.909648	0.342885	5.5694	0.0001	
POLPSACT	1	-0.078954	0.119793	-0.6591	0.5099	
POLUP1	1	0.019227	0.056395	0.3409	0.7332	
SACTO	1	-0.342703	0.087449	-3.9189	0.0001	
V152	1	-0.017989	0.042942	-0.4189	0.6753	
V156W	1	0.123564	0.064791	1.9071	0.0567	
V157C	1	0.080100	0.043492	1.8417	0.0657	
V159A	1	-0.221423	0.079201	-2.7957	0.0052	
V160	1	0.041446	0.017761	2.3336	0.0197	
V161	1	0.044716	0.029888	1.4961	0.1348	
V165	1	-0.049794	0.132266	-0.3765	0.7066	
V168	1	0.033792	0.026990	1.2520	0.2107	
V169	1	-0.129427	0.060908	-2.1249	0.0337	
V172	1	-0.010757	0.015958	-0.6741	0.5004	
WHS	1	0.248718	0.070037	3.5512	0.0004	
BLK	1	0.077118	0.079749	0.9670	0.3337	
OTH	1	0.315865	0.138479	2.2810	0.0227	

Table B.7--continued

MODEL:	MODEL01	SSE	DF	1914.61	F RATIO	5.81	
DEP VAR:	VI42	MSE		1558	PROB>F	0.0001	
				1.228890	R-SQUARE	0.0563	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	2.921847	0.387559	7.5391	0.0001		
FOLPRACT	1	0.014912	0.135401	0.1101	0.9123		
FOLUP1	1	-0.061597	0.063743	-0.9663	0.3340		
SACTO	1	-0.282693	0.098843	-2.8600	0.0043		
VI52	1	-0.027515	0.048536	-0.5669	0.5709		
VI56W	1	0.035184	0.073233	0.4804	0.6310		
VI57C	1	-0.265660	0.049158	5.4042	0.0001		
VI59A	1	-0.264281	0.089521	-2.9522	0.0032		
VI60	1	0.022060	0.020075	1.0989	0.2720		
VI61	1	0.050915	0.033782	1.5071	0.1320		
VI65	1	-0.059384	0.149499	-0.3972	0.6913		
VI68	1	0.020588	0.030506	0.6749	0.4999		
VI69	1	-0.167609	0.068844	-2.4346	0.0150		
VI72	1	-0.052442	0.018037	-2.9074	0.0037		
WH8	1	0.084722	0.079162	1.0702	0.2847		
BLK	1	0.00950663	0.090139	0.1055	0.9160		
OTH	1	-0.176305	0.156522	-1.1264	0.2602		
MODEL:	MODEL01	SSE	DF	1517.24	F RATIO	4.88	
DEP VAR:	VI43	MSE		155N	PROB>F	0.0001	
				0.973838	R-SQUARE	0.0477	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	3.655507	0.345004	10.5955	0.0001		
FOLPRACT	1	0.216107	0.120534	1.7929	0.0732		
FOLUP1	1	-0.051633	0.056744	-0.9099	0.3630		
SACTO	1	-0.482016	0.087990	-5.4781	0.0001		
VI52	1	0.002156788	0.043207	0.0499	0.9602		
VI56W	1	-0.078719	0.065192	-1.2075	0.2274		
VI57C	1	-0.011585	0.043761	-0.2647	0.7912		
VI59A	1	0.012395	0.079691	0.1555	0.8764		
VI60	1	-0.011066	0.017871	-0.6193	0.5358		
VI61	1	0.045702	0.030073	1.5197	0.1288		
VI65	1	-0.144899	0.133083	-1.0888	0.2764		
VI68	1	0.037902	0.027156	1.3957	0.1630		
VI69	1	-0.121179	0.061285	-1.9773	0.0482		
VI72	1	-0.014182	0.016057	-0.8832	0.3772		
WH8	1	-0.044323	0.070470	-0.6290	0.5295		
BLK	1	0.150816	0.080242	1.8795	0.0604		
OTH	1	0.208630	0.139335	-1.4973	0.1345		

Table B.7--continued

MODEL:	MODEL01	SSE	DFE	MSE	1631.808	F RATIO	10.36	VARIABLE
DEP VAR:	V144				1558	PROB>F	0.0001	LABEL
					1.047374	R-SQUARE	0.0962	
VARIABLE	DF	PARAMETER	STANDARD	T RATIO	PROB> T			
		ESTIMATE	ERROR					
INTERCEPT	1	3.370859	0.357793	9.4212	0.0001			
FOLPRACT	1	-0.036260	0.125002	-0.2901	0.7718			
FOLUP1	1	0.032672	0.058847	0.5552	0.5788			
SACTO	1	0.562780	0.091251	6.1674	0.0001			
V152	1	-0.108306	0.044809	-2.4171	0.0158			
V156W	1	0.108393	0.067609	1.6032	0.1091			
V157C	1	-0.304253	0.045383	-6.7042	0.0001			
V159A	1	-0.087778	0.082645	-1.0621	0.2884			
V160	1	-0.031506	0.018533	-1.7000	0.0893			
V161	1	-0.018664	0.031188	-0.5984	0.5496			
V165	1	0.076923	0.138017	0.5573	0.5774			
V168	1	0.024674	0.028163	0.8761	0.3811			
V169	1	0.036036	0.063557	0.5670	0.5708			
V172	1	0.021168	0.016652	1.2712	0.2039			
WHS	1	-0.00943692	0.073082	-0.1291	0.8973			
BLK	1	0.114106	0.083216	1.3712	0.1705			
OTH	1	0.072969	0.144500	0.5050	0.6136			

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MODEL:	MODEL01	SSE	DFE	MSE	1215.738	F RATIO	1.95	VARIABLE
DEP VAR:	V145				1558	PROB>F	0.0133	LABEL
					0.780320	R-SQUARE	0.0196	
VARIABLE	DF	PARAMETER	STANDARD	T RATIO	PROB> T			
		ESTIMATE	ERROR					
INTERCEPT	1	3.206861	0.308829	10.3839	0.0001			
FOLPRACT	1	-0.190748	0.107895	-1.7679	0.0773			
FOLUP1	1	0.040628	0.050794	0.7999	0.4239			
SACTO	1	0.225150	0.078763	2.8586	0.0043			
V152	1	-0.00664519	0.038676	-0.1718	0.8636			
V156W	1	0.091153	0.058356	1.5620	0.1185			
V157C	1	-0.067553	0.039172	-1.7245	0.0848			
V159A	1	-0.050571	0.071335	-0.7089	0.4785			
V160	1	-0.00026171	0.015997	-0.0164	0.9869			
V161	1	-0.011580	0.026920	-0.4302	0.6671			
V165	1	-0.213232	0.119129	-1.7899	0.0737			
V168	1	-0.035663	0.024309	-1.4671	0.1426			
V169	1	0.001683391	0.054859	0.0307	0.9755			
V172	1	0.009338568	0.014373	0.6497	0.5160			
WHS	1	-0.014469	0.063081	-0.2294	0.8186			
BLK	1	-0.128440	0.071828	-1.7882	0.0739			
OTH	1	0.096389	0.124725	0.7728	0.4398			

Table B.7--continued

MODEL:	MODEL01	SSE	2044.257	F RATIO	11.29	
DEF VAR:	V146	DPE	1558	PROB>F	0.0001	
		MSR	1.312103	R-SQUARE	0.1039	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	1.917672	0.400466	4.7886	0.0001	
FOLPRACT	1	-0.382165	0.139910	-2.7315	0.0064	
FOLUP1	1	0.063576	0.065866	0.9652	0.3346	
SACTO	1	-0.390481	0.102135	-2.8441	0.0045	
V152	1	0.123671	0.050153	2.4659	0.0138	
V156W	1	0.174253	0.075672	2.3027	0.0214	
V157C	1	0.355856	0.050795	7.0057	0.0001	
V159A	1	-0.088030	0.092502	-0.9517	0.3414	
V160	1	-0.0058821	0.020743	-0.2694	0.7877	
V161	1	0.096463	0.034907	2.7634	0.0058	
V165	1	-0.275883	0.154477	-1.7859	0.0743	
V168	1	-0.068597	0.031522	-2.1762	0.0297	
V169	1	-0.038828	0.071137	-0.4755	0.6345	
V172	1	-0.024170	0.018638	-1.2968	0.1949	
WHS	1	0.087313	0.081798	1.0674	0.2859	
BLK	1	-0.170804	0.093141	-1.8338	0.0659	
OTH	1	-0.075238	0.161734	-0.4652	0.6419	

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MODEL:	MODEL01	SSE	1458.155	F RATIO	6.81	
DEF VAR:	V147	DPE	1558	PROB>F	0.0001	
		MSR	0.935915	R-SQUARE	0.0654	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.832454	0.338220	8.3746	0.0001	
FOLPRACT	1	-0.083591	0.118164	-0.7074	0.4794	
FOLUP1	1	0.024182	0.055628	0.4347	0.6638	
SACTO	1	-0.216719	0.086259	-2.5124	0.0121	
V152	1	0.055930	0.042357	1.3204	0.1869	
V156W	1	0.060984	0.063910	0.9542	0.3401	
V157C	1	0.223517	0.042900	5.2102	0.0001	
V159A	1	-0.047992	0.078124	-0.6143	0.5391	
V160	1	0.023775	0.017519	1.3571	0.1749	
V161	1	0.041622	0.029482	1.4118	0.1582	
V165	1	-0.176020	0.130466	-1.3492	0.1775	
V168	1	0.062822	0.026622	2.3597	0.0184	
V169	1	-0.079045	0.060080	-1.3157	0.1885	
V172	1	-0.034962	0.015741	-2.2211	0.0265	
WHS	1	0.200491	0.065084	2.9021	0.0038	
BLK	1	0.143934	0.078664	1.8297	0.0675	
OTH	1	0.124999	0.136595	0.9151	0.3603	

Table B.7--continued

MODEL:	MODEL01	SSE	F RATIO	5.74	VARIABLE
		DYE	PROB>F	0.0001	LABEL
DEP VAR:	V148	MSE	R-SQUARE	0.0556	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	
INTERCEPT	1	2.021196	5.7036	0.0001	
FOLPRACT	1	0.017253	0.1394	0.8892	
FOLUP1	1	0.068503	1.1753	0.2400	
RACTO	1	-0.072855	-0.6061	0.4203	
V152	1	-0.027837	-0.6272	0.5306	
V156W	1	0.158525	2.3674	0.0180	
V157C	1	0.249539	5.5516	0.0001	
V159A	1	-0.169872	-2.0753	0.0381	
V160	1	0.001570483	0.0856	0.9318	
V161	1	0.058301	1.8874	0.0593	
V165	1	-0.073594	-0.5384	0.5904	
V168	1	0.027194	0.9749	0.3298	
V169	1	-0.166346	-2.6425	0.0083	
V172	1	0.001421705	0.0862	0.9313	
WH3	1	0.102353	1.4140	0.1576	
BLK	1	0.014782	0.1793	0.8577	
OTH	1	-0.060108	-0.4200	0.6746	

MODEL:	MODEL01	SSE	F RATIO	4.58	VARIABLE
		DYE	PROB>F	0.0001	LABEL
DEP VAR:	V149	MSE	R-SQUARE	0.0450	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	
INTERCEPT	1	3.352145	9.3583	0.0001	
FOLPRACT	1	-0.277900	-2.2206	0.0265	
FOLUP1	1	-0.030604	-0.5195	0.6035	
RACTO	1	0.365880	4.0050	0.0001	
V152	1	0.030456	0.6789	0.4973	
V156W	1	-0.083190	-1.2291	0.2192	
V157C	1	-0.091507	-2.0141	0.0442	
V159A	1	0.135242	1.6346	0.1023	
V160	1	-0.00501526	-0.2703	0.7870	
V161	1	-0.037452	-1.1995	0.2305	
V165	1	0.095548	0.6915	0.4894	
V168	1	-0.032209	-1.1424	0.2535	
V169	1	0.121068	1.9027	0.0573	
V172	1	0.037180	2.2302	0.0259	
WH3	1	-0.286548	-3.9165	0.0001	
BLK	1	-0.276900	-3.3237	0.0009	
OTH	1	-0.163520	-1.1303	0.2585	



Table B.7--continued

MODEL: MODEL01	SSR	2204.285	F RATIO	8.46	
DEP VAR: V150	DFF	1558	PROB>F	0.0001	
	MSE	1.414817	R-SQUARE	0.0800	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.049145	4.9277	0.0001	
FOLPRACT	1	0.012311	0.0847	0.9325	
FOLUP1	1	0.167503	2.4490	0.0144	
SACTO	1	-0.493362	-4.6519	0.0001	
V152	1	-0.052472	-1.0075	0.3138	
V156W	1	-0.129458	-1.6475	0.0997	
V157C	1	0.217039	4.1148	0.0001	
V159A	1	0.192805	2.0073	0.0449	
V160	1	0.0006918487	0.0321	0.9744	
V161	1	0.116479	3.2134	0.0013	
V165	1	-0.146002	-0.9102	0.3629	
V168	1	0.023613	0.7214	0.4708	
V169	1	0.065143	0.8819	0.3780	
V172	1	-0.00602965	-0.3115	0.7554	
WHB	1	0.396420	4.6671	0.0001	
BLK	1	0.055338	0.5722	0.5673	
OTH	1	-0.243521	-1.4500	0.1473	

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MODEL: MODEL01	SSR	786.444866	F RATIO	6.44	
DEP VAR: PM26	DFF	1558	PROB>F	0.0001	
	MSE	0.504778	R-SQUARE	0.0620	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.118643	12.5555	0.0001	
FOLPRACT	1	0.219281	2.5269	0.0116	
FOLUP1	1	-0.023551	-0.5765	0.5644	
SACTO	1	-0.399000	-6.2985	0.0001	
V152	1	-0.023628	-0.31107	0.4476	
V156W	1	0.004720877	0.06935	0.9199	
V157C	1	0.030385	0.31506	0.3350	
V159A	1	-0.072217	-1.2587	0.2083	
V160	1	-0.000339821	-0.0264	0.9789	
V161	1	0.044131	2.0383	0.0417	
V165	1	-0.081908	-0.8549	0.3928	
V168	1	0.026954	0.21651	0.1682	
V169	1	-0.115930	-1.3786	0.0087	
V172	1	-0.030296	-2.6275	0.0089	
WHB	1	0.066647	-2.6207	0.0089	
BLK	1	0.133643	1.3136	0.1892	
OTH	1	-0.063453	2.3133	0.0208	
			-0.6325	0.5271	

Table B.7--continued

MODEL:	MODEL01	SSE	1000.119	F RATIO	12.53	VARIABLE
DEP VAR:	PM27	DFT	1558	PROB>F	0.0001	LABEL
		MSE	0.641925	R-SQUARE	0.1140	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.017873	0.280107	7.2039	0.0001	
FOLPRACT	1	-0.180004	0.097861	-1.8394	0.0660	
FOLUP1	1	0.095004	0.046070	2.0622	0.0394	
SACTO	1	-0.355596	0.071438	-4.9777	0.0001	
V152	1	-0.0030833	0.035079	-0.0880	0.9299	
V156W	1	0.126008	0.052929	2.3807	0.0174	
V157C	1	0.210986	0.035529	5.9384	0.0001	
V159A	1	-0.080773	0.064701	-1.2484	0.2121	
V160	1	0.007830408	0.014509	0.5397	0.5895	
V161	1	0.079934	0.024416	3.2738	0.0011	
V165	1	-0.160499	0.108050	-1.4854	0.1376	
V168	1	0.008133605	0.022048	0.3689	0.7122	
V169	1	0.008629632	0.049757	0.1734	0.8623	
V172	1	-0.018032	0.013036	-1.3832	0.1668	
WHS	1	0.215058	0.057214	3.7588	0.0002	
BLK	1	-0.039379	0.065148	-0.6045	0.5456	
OTH	1	-0.019445	0.113125	-0.1719	0.8635	
MODEL:	MODEL01	SSE	794.131719	F RATIO	9.59	VARIABLE
DEP VAR:	CLASSSAT	DFT	1558	PROB>F	0.0001	LABEL
		MSE	0.509712	R-SQUARE	0.0897	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.559280	0.249600	10.2535	0.0001	
FOLPRACT	1	0.075050	0.087202	0.8606	0.3896	
FOLUP1	1	0.031572	0.041052	0.7691	0.4420	
SACTO	1	-0.274084	0.063658	-4.3056	0.0001	
V152	1	-0.012575	0.031259	-0.4023	0.6875	
V156W	1	0.020524	0.047164	0.4352	0.6635	
V157C	1	0.157475	0.031659	4.9740	0.0001	
V159A	1	-0.147560	0.057654	-2.5594	0.0106	
V160	1	0.006813154	0.012929	0.5270	0.5983	
V161	1	0.052181	0.021757	2.3984	0.0166	
V165	1	0.004099855	0.096282	0.0426	0.9660	
V168	1	0.057961	0.019647	2.9502	0.0032	
V169	1	-0.139730	0.044338	-3.1515	0.0017	
V172	1	-0.040891	0.011617	-3.5200	0.0004	
WHS	1	0.163200	0.050983	3.2011	0.0014	
BLK	1	0.035838	0.058052	0.6173	0.5371	
OTH	1	-0.045769	0.100805	-0.4540	0.6499	

Table B.7--continued

MODEL:	MODEL01	SSE	707.496175	F RATIO	10.17
DEP VAR:	PM30	DFE	1558	PROB>F	0.0001
		MSE	0.454105	R-SQUARE	0.0946
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.096937	0.235592	13.1454	0.0001
FOLPRACT	1	0.114911	0.082308	1.3961	0.1629
FOLUP1	1	-0.036077	0.038748	-0.9311	0.3520
SACTO	1	-0.411531	0.060085	-6.8491	0.0001
V152	1	-0.036453	0.029505	-1.2355	0.2168
V156M	1	0.024094	0.044517	0.5412	0.5884
V157C	1	0.124316	0.029883	4.1602	0.0001
V159A	1	-0.130547	0.054418	-2.3990	0.0166
V160	1	0.009480372	0.012203	0.7769	0.4373
V161	1	0.051032	0.020336	2.4850	0.0131
V165	1	-0.074472	0.090878	-0.8195	0.4126
V168	1	0.020167	0.018544	1.0875	0.2770
V169	1	-0.131303	0.041849	-3.1375	0.0017
V172	1	-0.036031	0.010965	-3.2861	0.0010
WHB	1	0.064936	0.040121	1.3494	0.1774
BLK	1	0.042859	0.054794	0.7822	0.4342
OTH	1	-0.132445	0.095147	-1.3920	0.1641

Table B.8  
REGRESSION RESULTS FOR PREDICTING ATTITUDE SCALES WITH OPM18D

DEP VARIABLE: PM02

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	1318.9888	73.27771571	159.775	0.0001
ERROR	6810	3123.28425	0.45863205		
C TOTAL	6828	4442.28313			
ROOT MEAN		0.6772238	R-SQUARE	0.2969	
DEP MEAN		3.217492	ADJ R-SQ	0.2951	
C.V.		21.04819			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.76739102	0.08057241	21.935	0.0001
FOLUP1	1	-0.04403505	0.02120969	-2.114	0.0346
SACTO	1	-0.16806728	0.02442502	-6.914	0.0001
FOLPRACT	1	0.09330367	0.03365444	2.772	0.0056
SUPER	1	0.10132749	0.03330638	4.348	0.0001
AGE	1	-0.006527831	0.007907732	-0.825	0.4091
SEX	1	0.01602348	0.01975352	0.852	0.3944
EDUC	1	-0.009564354	0.003472613	-1.748	0.0806
YRSDB	1	-0.01219405	0.01157571	-1.053	0.2922
COLLAR	1	0.10559077	0.01985105	5.319	0.0001
YRSFEDGV	1	0.005864802	0.009881527	0.594	0.5529
PAYGRADE	1	0.0550213	0.01552825	3.574	0.0004
APPTTYPE	1	0.05986059	0.02372681	2.523	0.0117
UNDESRUP	1	0.01817477	0.005892255	3.085	0.0020
UNION	1	0.08115825	0.02391629	3.393	0.0007
WHS	1	-0.09526390	0.02407916	-3.956	0.0001
BLK	1	-0.16173273	0.02503484	-6.460	0.0001
OTH	1	-0.12726218	0.03704647	-3.435	0.0006
PM18D	1	0.48561246	0.01169949	41.507	0.0001

Table B.8--continued

DEP VARIABLE: PH03B

ANALYSIS OF VARIANCE					F VALUE	PROB>F
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE			
MODEL	18	1649.37157	91.63175372		157.745	0.0001
ERROR	6870	3990.68134	0.58080520			
C TOTAL	6888	5640.05290				
ROOT MSE		0.7621503	R-SQUARE	0.2924		
DEP MEAN		3.465041	ADJ R-SQ	0.2906		
C.V.		21.99565				

  

PARAMETER ESTIMATES					T FOR H0: PARAMETER=0	PROB >  T
VAP ABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR			
INTERCEP	1	2.17984824	0.09028165	24.145		0.0001
POLUP1	1	-0.08819572	0.02376553	-3.711		0.0002
SACTO	1	-0.03707537	0.02736832	-1.355		0.1756
FOLPSACT	1	0.13081241	0.03770991	3.469		0.0005
SUPER	1	0.13246639	0.02611487	5.072		0.0001
AGE	1	-0.01166654	0.00886640	-1.317		0.1880
SEX	1	0.04094867	0.02213389	1.850		0.0644
EDUC	1	-0.004589371	0.006132081	-0.748		0.4542
YRSDS	1	-0.02377833	0.01297062	-1.833		0.0668
COLLAR	1	0.09631716	0.02224317	4.330		0.0001
YRSTEDGV	1	-0.05980732	0.01107228	-5.402		0.0001
PAYGRADE	1	0.03408828	0.01739945	1.959		0.0501
APPTYPE	1	0.03165010	0.02658596	1.190		0.2339
UNDERBUP	1	0.001978504	0.006602291	0.300		0.7644
UNION	1	0.03839206	0.02679828	1.433		0.1520
WHS	1	0.01949338	0.02698078	0.722		0.4700
BLK	1	-0.19004765	0.02805162	-6.775		0.0001
OTH	1	-0.21344251	0.04151069	-5.142		0.0001
PH18D	1	0.58055277	0.01310932	44.286		0.0001

DEP VARIABLE: PM04

Table B.8--continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	1040.07050	57.82613903		
ERROR	6917	5744.88811	0.83054621	69.624	0.0001
C TOTAL	6935	6785.75861			
ROOT MSE		0.9113431	R-SQUARE	0.1534	
DEP MEAN		2.017114	ADJ R-SQ	0.1512	
C.V.		32.35024			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.88011063	0.10758695	17.475	0.0001
FOLUP1	1	0.02902921	0.02832093	1.025	0.3054
SACTO	1	-0.27049782	0.03261431	-8.294	0.0001
FOLPRACT	1	-0.11098123	0.04493819	-2.470	0.0135
SUPER	1	-0.09163972	0.03112060	-2.945	0.0032
AGE	1	0.08771509	0.01055906	8.307	0.0001
SEX	1	0.14530157	0.02637654	5.509	0.0001
EDUC	1	-0.01482902	0.007307485	-2.029	0.0425
YRSOS	1	0.03224013	0.01545685	2.086	0.0370
COLLAR	1	-0.40949379	0.02650676	-15.449	0.0001
YRSFEDGV	1	-0.03501275	0.01319463	-2.654	0.0080
PAYGRADE	1	0.02917516	0.02073460	1.407	0.1594
APPTTYPE	1	-0.01345592	0.03168199	-0.425	0.6711
UNDERSUP	1	-0.05238036	0.007867826	-6.658	0.0001
UNION	1	0.15051235	0.03193500	4.713	0.0001
WHS	1	0.009749769	0.03215249	0.303	0.7617
BLK	1	0.01711017	0.03342859	0.512	0.6088
OTH	1	-0.06269648	0.04946751	-1.267	0.2050
PM18D	1	0.32490372	0.01562213	20.798	0.0001

Table B.8--continued

DEP VARIABLE: PM05B

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	140.40119	7.80006590	13.981	0.0001
ERROR	6913	3856.90398	0.55792044		
C TOTAL	6931	3997.30517			
ROOT MSE		0.7469407	R-SQUARE	0.0351	
DEP MEAN		4.24019	ADJ R-SQ	0.0326	
C.V.		17.61574			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	4.52207966	0.08820417	51.268	0.0001
FOLUP1	1	-0.03520601	0.02321065	-1.516	0.1295
SACTO	1	-0.11409229	0.02673854	-4.267	0.0001
FOLPRACT	1	-0.02622327	0.03684216	-0.712	0.4766
SUPER	1	0.02289633	0.02551394	0.897	0.3695
AGE	1	-0.03628059	0.008656746	-4.191	0.0001
SEX	1	0.12781489	0.02162456	5.911	0.0001
EDUC	1	-0.01468641	0.005990974	-2.451	0.0143
YRSDS	1	-0.009356861	0.01267215	-0.738	0.4603
COLLAR	1	-0.06408980	0.02173133	-2.949	0.0032
YRFRDGV	1	-0.006247513	0.01081750	-0.578	0.5636
PAYGRADE	1	-0.07067251	0.01699907	-4.157	0.0001
APPTTYPE	1	0.06416592	0.02597419	2.471	0.0135
UNDERAUP	1	0.001575823	0.006450365	0.244	0.8070
UNION	1	0.005488437	0.02618162	0.210	0.8340
WHS	1	0.11747451	0.02635992	4.457	0.0001
BLK	1	0.11020108	0.02740612	4.021	0.0001
OTH	1	-0.01540736	0.04055548	-0.380	0.7040
PM18D	1	-0.02871363	0.01280766	-2.242	0.0250

Table B.8--continued

DEP VARIABLE: PM06

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	18	1746.03683	97.00204505			
ERROR	6771	3935.58970	0.58124107	166.888	0.0001	
C TOTAL	6789	5681.62553				
ROOT MSE		0.7623922	R-SQUARE	0.3073		
DEP MEAN		3.201669	ADJ R-SQ	0.3055		
C.V.		23.81234				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T	
INTERCEP	1	1.86285621	0.09096545	20.479	0.0001	
POLUP1	1	-0.01445263	0.02394553	-0.604	0.5462	
SACTO	1	-0.17739085	0.02757561	-6.433	0.0001	
FOLPRACT	1	0.14053642	0.03799553	3.699	0.0002	
SUPER	1	0.17695159	0.02631267	6.725	0.0001	
AGE	1	0.01418802	0.008927750	1.589	0.1120	
SEX	1	-0.01349252	0.02230153	-0.605	0.5452	
EDUC	1	-0.02516620	0.006178525	-4.073	0.0001	
YRSDS	1	-0.004158705	0.01306886	-0.318	0.7503	
COLLAR	1	0.002871719	0.02241164	0.128	0.8980	
YRSPEDGV	1	-0.01856516	0.01115615	-1.664	0.0961	
PAYGRADE	1	-0.02910136	0.01753124	-1.660	0.0970	
APPTYPE	1	0.005277141	0.02678733	0.197	0.8438	
UNDERSUP	1	0.01798118	0.006652297	2.703	0.0069	
UNION	1	0.06105896	0.02700125	2.261	0.0238	
WHS	1	-0.08863186	0.02718513	-3.260	0.0011	
BLK	1	-0.03611404	0.02826408	-1.278	0.2014	
OTH	1	-0.04728051	0.04182509	-1.130	0.2583	
PM18D	1	0.60380441	0.01320861	45.713	0.0001	



Table B.8--continued

DEP VARIABLE: PM07

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	16	1743.67585	96.87088073	157.173	0.0001
ERROR	6892	4247.76524	0.61633274		
C TOTAL	6910	5991.44109			
ROOT MSE		0.7850686	R-SQUARE	0.2910	
DEP MEAN		3.185646	ADJ R-SQ	0.2892	
C.V.		24.64394			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.61746530	0.09284735	17.421	0.0001
FOLUP1	1	0.02329219	0.02444091	0.953	0.3406
SACTO	1	-0.09515528	0.02814610	-3.381	0.0007
FOLPRACT	1	0.09484914	0.03878158	2.446	0.0145
SUPER	1	0.20507246	0.02685703	7.636	0.0001
AGE	1	0.05397324	0.009112449	5.923	0.0001
SEX	1	-0.05174660	0.02276291	-2.273	0.0230
EDUC	1	-0.002288550	0.006306347	-0.363	0.7167
YR8DS	1	-0.01449339	0.01333923	-1.087	0.2773
COLLAR	1	0.05545562	0.02287529	2.424	0.0154
YRSTEDGV	1	-0.01174785	0.01138694	-1.032	0.3023
PAYGRADE	1	0.34141728	0.01789393	2.315	0.0207
APPTYPE	1	0.02497416	0.02734151	0.913	0.3611
UNDEFSUP	1	0.000961718	0.006789920	0.142	0.8874
UNION	1	0.02536545	0.02755985	0.920	0.3574
WHS	1	-0.04232339	0.02774754	-1.525	0.1272
BLK	1	-0.0722036	0.02884881	-2.503	0.0123
OTH	1	-0.14962427	0.04269038	-3.505	0.0005
PM10D	1	0.57436136	0.01348187	42.603	0.0001

Table B.8--cont Inued

DEP VARIABLE: PMOS

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	1982.97140	110.16508	110.290	0.0001
ERROR	6874	6401.86249	0.93131546		
C TOTAL	6892	8384.83389			
ROOT MSE		0.9650469	R-SQUARE	0.2365	
DEP MEAN		3.214928	ADJ R-SQ	0.2345	
C.V.		30.01768			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.26805974	0.11428170	11.096	0.0001
FOLUP1	1	-0.003885491	0.03008324	-0.129	0.8972
SACTO	1	-0.15982982	0.03464379	-4.614	0.0001
FOLPRACT	1	-0.000382112	0.04773453	-0.008	0.9936
BUPER	1	0.03442462	0.03305713	1.041	0.2977
AGE	1	0.12187307	0.01121611	10.866	0.0001
SEX	1	0.08355982	0.02801786	2.269	0.0233
EDUC	1	-0.03938799	0.007762204	-5.074	0.0001
YR88	1	0.02932054	0.01641867	1.786	0.0742
COLLAR	1	-0.22723819	0.02815618	-8.071	0.0001
YR57EDGV	1	0.01265455	0.01401569	0.903	0.3666
PAYGRADE	1	0.14655935	0.02202484	6.654	0.0001
APPTYPE	1	0.002135776	0.03365345	0.063	0.9494
UNDERSEP	1	-0.007096128	0.008357413	-0.849	0.3959
UNION	1	0.09313837	0.03392221	2.746	0.0061
WHIS	1	-0.05883322	0.03415322	-2.894	0.0038
BLK	1	-0.10767366	0.03550873	-3.032	0.0024
OTH	1	-0.21574370	0.05254570	-4.106	0.0001
PM18D	1	0.54865473	0.01659424	33.123	0.0001

Table B.8--continued

DEP VARIABLE: PM10

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	260.18945	14.45496922		
ERROR	6901	3993.80397	0.57872830	24.977	0.0001
C TOTAL	6919	4253.99342			
ROOT MSE		0.7607419	R-SQUARE	0.0612	
DEP MEAN		4.075975	ADJ R-SQ	0.0587	
C.V.		18.66405			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	3.60398957	0.08991178	40.084	0.0001
FOLUP1	1	-0.05813319	0.02366816	-2.456	0.0141
SACTO	1	-0.0631864	0.02725620	-2.433	0.0150
FOLPHACT	1	-0.005208978	0.03755542	-0.139	0.8897
SUPER	1	0.20424281	0.02600788	7.853	0.0001
AGE	1	0.01839543	0.008824339	2.085	0.0371
SEX	1	0.20338777	0.02204321	9.227	0.0001
EDUC	1	0.03677582	0.006106958	6.022	0.0001
YR8DS	1	-0.04129287	0.01291748	-3.197	0.0014
COLLAR	1	0.09232531	0.02215204	4.168	0.0001
YRSTEDGV	1	-0.06096289	0.01102692	-5.529	0.0001
PAYGRADE	1	0.08354245	0.01732817	4.821	0.0001
APPTTYPE	1	0.05277300	0.02647705	1.993	0.0463
UNDERSUP	1	-0.001433558	0.006575242	-0.218	0.8274
UNION	1	0.003285746	0.02668849	0.123	0.9020
WHS	1	0.12705301	0.02687024	4.728	0.0001
BLK	1	0.04712423	0.02793670	1.687	0.0917
OTH	1	-0.01188257	0.04134063	-0.287	0.7738
PM10D	1	-0.001340113	0.01305561	-0.103	0.9182

Table B.8--continued

DEP VARIABLE: PM11

ANALYSIS OF VARIANCE					F VALUE	PROB>F
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE			
MODEL	18	2210.92921	122.82940		176.606	0.0001
ERROR	6855	4767.66071	0.69550120			
C TOTAL	6873	6978.58992				
ROOT MSE		0.8339671	R-SQUARE	0.3168		
DEP MEAN		3.326738	ADJ R-SQ	0.3150		
C.V.		25.06861				

  

PARAMETER ESTIMATES					T FOR H0: PARAMETER=0	PROB >  T
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR			
INTERCEP	1	1.43141679	0.09889554	14.474	0.0001	0.0001
FOLUP1	1	0.01980539	0.02603302	0.761	0.4468	0.4468
SACTO	1	-0.22505071	0.02997957	-7.533	0.0001	0.0001
FOLPRACT	1	0.09206007	0.04130786	2.229	0.0259	0.0259
SUPER	1	0.19402481	0.02860652	6.783	0.0001	0.0001
AGE	1	0.08131619	0.009706044	8.378	0.0001	0.0001
SEX	1	-0.04790124	0.02424571	-1.976	0.0482	0.0482
EDUC	1	-0.02663885	0.006717150	-3.966	0.0001	0.0001
YRSOG	1	0.02089024	0.01420817	1.470	0.1415	0.1415
COLLAR	1	0.05959401	0.02436541	2.446	0.0145	0.0145
YRSFEDGV	1	-0.01822916	0.01212870	-1.503	0.1329	0.1329
PAYGRADE	1	0.22045894	0.01905956	11.567	0.0001	0.0001
APPTTYPE	1	-0.005165866	0.02912256	-0.177	0.8592	0.8592
UNDERBUP	1	0.003020721	0.007232224	0.418	0.6762	0.6762
UNION	1	0.03880799	0.02935514	1.322	0.1862	0.1862
WHS	1	0.05476687	0.02955505	1.853	0.0639	0.0639
BLK	1	-0.08887385	0.03072806	-2.892	0.0038	0.0038
OTH	1	-0.13557925	0.04547128	-2.982	0.0029	0.0029
PM18D	1	0.54370932	0.01436009	37.863	0.0001	0.0001

Table B.8--continued

DEP VARIABLE: PM12

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	2070.46865	115.02604	147.924	0.0001
ERROR	6979	5426.87977	0.77760134		
C TOTAL	6997	7497.34842			
ROOT MSE		0.8818171	R-SQUARE	0.2762	
DEP MEAN		3.536653	ADJ R-SQ	0.2743	
C.V.		24.93366			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.83812087	0.10363907	17.736	0.0001
FOLUP1	1	-0.03365107	0.02728170	-1.233	0.2174
SACTO	1	-0.14138783	0.03141754	-4.500	0.0001
FOLPSACT	1	0.07610025	0.04328919	1.758	0.0788
SUPER	1	0.02961545	0.02997864	0.988	0.3232
AGE	1	0.09567266	0.01017160	9.406	0.0001
SEX	1	-0.03340840	0.02540866	-1.315	0.1886
EDUC	1	-0.03140808	0.00703938	-4.462	0.0001
YRBDG	1	0.005435540	0.01488966	0.365	0.7151
COLLAR	1	-0.15215208	0.02553410	-5.959	0.0001
YRSTEDGV	1	-0.03803255	0.01271046	-2.992	0.0028
PAYGRADE	1	0.14256149	0.01997375	7.137	0.0001
APPTTYPE	1	0.00333980	0.03051943	0.109	0.9129
UNDRSUP	1	-0.000093342	0.00757918	-0.012	0.9902
UNION	1	0.08100793	0.03076316	2.633	0.0085
WHS	1	0.06313848	0.03097266	2.039	0.0415
BLK	1	-0.15854577	0.03220193	-4.923	0.0001
OTH	1	-0.17512131	0.04765231	-3.675	0.0002
PM18D	1	0.60457135	0.01504888	40.174	0.0001

Table B.8--continued

DEP VARIABLE: PM14

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	1493.27959	82.9597705		
ERROR	6856	3223.79678	0.47021540	176.430	0.0001
C TOTAL	6874	4717.07636			
ROOT MSE		0.6857225	R-SQUARE	0.3166	
DEP MEAN		2.778727	ADJ R-SQ	0.3148	
C.V.		24.67758			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FC, 1 HO: PARAMETER=0	PROB >  T
INTERCEPT	1	1.29937224	0.08131012	15.980	0.0001
FOLUP1	1	-0.02081415	0.02140388	-0.972	0.3309
SACTO	1	-0.05922767	0.02464865	-2.403	0.0163
FOLPRACT	1	0.17618858	0.03396257	5.188	0.0001
SUPER	1	0.28617265	0.02331976	12.167	0.0001
AGE	1	0.01680653	0.007980134	2.106	0.0352
SEX	1	0.008470764	0.0193438	0.425	0.6709
EDUC	1	-0.01312497	0.00552719	-2.377	0.0175
YRBD8	1	-0.01409694	0.01168170	-1.207	0.2276
COLLAR	1	0.04673563	0.02003280	2.333	0.0197
YRSEEDGV	1	-0.005091281	0.009972000	-0.511	0.6097
PAYGRADE	1	0.03974773	0.01567042	2.536	0.0112
APPTYPE	1	-0.000497764	0.02394404	-0.021	0.9834
UNDERBUP	1	0.000809802	0.005946203	0.136	0.8917
UNION	1	0.06057551	0.02413526	2.510	0.0121
WHS	1	-0.08325619	0.02429962	-3.426	0.0006
BLK	1	-0.03674636	0.02526405	-1.454	0.1459
OTH	1	-0.04284334	0.03738566	-1.146	0.2518
PM18D	1	0.53219707	0.01180661	45.076	0.0001

Table B.8--continued

DEP VARIABLE: PM15

ANALYSIS OF VARIANCE					F VALUE	PROB>F
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE			
MODEL	18	1613.36348	89.63130419		279.524	0.0001
ERROR	6733	2158.98325	0.32065695			
C TOTAL	6751	3772.34672				
ROOT MSE		0.5662655	R-SQUARE	0.4277		
DEP MEAN		2.551812	ADJ R-SQ	0.4262		
C.V.		22.19073				

  

PARAMETER ESTIMATES					T FOR H0: PARAMETER=0	PROB >  T
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR			
INTERCEP	1	1.32832934	0.06775435	19.605	0.0001	
FOLUP1	1	-0.002066441	0.01783549	-0.116	0.9078	
SACTO	1	-0.21138653	0.02053931	-10.292	0.0001	
FOLPBLCT	1	0.08462204	0.02830044	2.990	0.0028	
SUPER	1	0.09797434	0.01959862	4.999	0.0001	
AGE	1	0.04164334	0.006649711	6.262	0.0001	
SEX	1	-0.008787181	0.01661099	-0.529	0.5968	
EDUC	1	-0.02219033	0.004601989	-4.822	0.0001	
YRSDS	1	-0.06597699	0.009734161	-6.778	0.0001	
COLLAR	1	-0.007027233	0.01669300	-0.421	0.6738	
YRSPEDGV	1	0.009460840	0.008309500	1.139	0.2549	
PAYGRADE	1	0.001960650	0.01305790	0.150	0.8807	
APPTTYPE	1	-0.01367625	0.01995217	-0.685	0.4931	
UNDERSUP	1	0.007316499	0.004954871	1.481	0.1387	
UNION	1	0.05474693	0.02011151	2.722	0.0065	
WHS	1	0.006870211	0.02024847	0.339	0.7344	
BLK	1	-0.01008622	0.02105211	-0.479	0.6319	
OTH	1	-0.01767985	0.03115284	-1.210	0.2265	
PM18D	1	0.55980972	0.009838248	56.901	0.0001	

Table B.8--continued

DEP VARIABLE: PM17

ANALYSIS OF VARIANCE				
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE
MODEL	13	2354.76749	130.82042	
ERROR	6876	3405.82765	0.49532107	
C TOTAL	6894	5760.59514		264.112
ROOT MSE		0.7037905	R-SQUARE	0.4088
DEP MEAN		2.337128	ADJ R-SQ	0.4072
C.V.		30.11347		
PARAMETER ESTIMATES				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0
INTERCEP	1	0.39228507	0.08333140	4.708
FOLUP1	1	-0.004633274	0.02193596	-0.211
SACTO	1	0.23814438	0.02526139	9.427
FOLPSACT	1	-0.16640411	0.03480685	-4.781
SUPER	1	-0.04978818	0.02410444	-2.066
AGE	1	0.02897553	0.008178511	3.543
SEX	1	0.09497318	0.02042993	4.649
EDUC	1	-0.01138312	0.00566008	-2.011
YRSDS	1	0.009456735	0.01197209	0.790
COLLAR	1	-0.03127965	0.02053080	-1.524
YRSPEDGV	1	-0.02891218	0.01021989	-2.829
PAYGRADE	1	0.001234960	0.01605997	0.077
APPTTYPE	1	-0.01828090	0.02453927	-0.745
UNDEREMP	1	-0.007464587	0.006094019	-1.225
UNION	1	-0.007192457	0.02473524	-0.291
WHS	1	0.11133998	0.02490369	4.471
BLK	1	0.07110783	0.02589209	2.746
OTH	1	-0.03202203	0.03831503	-0.836
PM18D	1	0.76897302	0.01210011	63.551
				PROB >  T
				0.0001
				0.8327
				0.0001
				0.0001
				0.0389
				0.0004
				0.0001
				0.0443
				0.4296
				0.1277
				0.0047
				0.9387
				0.4563
				0.2207
				0.7712
				0.0001
				0.0060
				0.4033
				0.0001



Table B.8--continued

DEP VARIABLE: PM19

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	2242.49092	124.58283	132.433	0.0001
ERROR	6861	6454.32794	0.94072700		
C TOTAL	6879	8696.81886			
ROOT MSE		0.9699108	R-SQUARE	0.2579	
DEP MEAN		2.732195	ADJ R-SQ	0.2559	
C.V.		35.49933			

  

PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.47834261	0.11496617	4.161	0.0001
POLUP1	1	0.06720483	0.03026342	2.221	0.0264
SACTO	1	-0.10586835	0.03485128	-3.038	0.0024
FOLPSACT	1	-0.05623376	0.04802043	-1.171	0.2416
SUPER	1	-0.03636812	0.03325512	-1.094	0.2742
AGE	1	0.04177892	0.01128229	3.703	0.0002
SEX	1	0.18460722	0.02818544	6.550	0.0001
EDUC	1	-0.03095510	0.007808694	-3.964	0.0001
YRSDS	1	0.02670545	0.01651701	1.617	0.1060
COLLAR	1	-0.40125206	0.02832482	-14.166	0.0001
YRSTEDGV	1	-0.01048771	0.01409963	-0.744	0.4570
PAYGRADE	1	0.34182804	0.02215676	15.428	0.0001
APPTTYPE	1	0.02987979	0.03385501	0.883	0.3775
UNDERSUP	1	-0.03162624	0.008407468	-3.762	0.0002
UNION	1	0.11936553	0.03412538	3.498	0.0005
WHS	1	-0.14890990	0.03435778	-4.334	0.0001
BLK	1	-0.32494927	0.03572140	-9.097	0.0001
OTH	1	-0.11502309	0.05286041	-2.176	0.0296
PM19D	1	0.58753905	0.01669362	35.195	0.0001

DEP VARIABLE: PM21B

Table B.8--continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	2074.94052	115.27447		
ERROR	6944	3297.71572	0.47490146	242.733	0.0001
C TOTAL	6962	5372.65623			
ROOT MSE		0.6891309	R-SQUARE	0.3862	
DEP MEAN		2.983484	ADJ R-SQ	0.3846	
C.V.		23.09819			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.22618901	0.08119619	15.102	0.0001
POLUP1	1	0.001259758	0.021137389	0.059	0.9530
SACTO	1	-0.08438822	0.02461412	-3.428	0.0006
POLP8ACT	1	0.13510730	0.03391499	3.984	0.0001
SUPER	1	0.48092325	0.02348681	20.476	0.0001
AGE	1	0.02992152	0.007968953	3.755	0.0002
SEX	1	0.04017737	0.01906645	2.018	0.0436
EDUC	1	-0.008821319	0.005514981	-1.600	0.1098
YR8DS	1	-0.05068534	0.01166533	-4.345	0.0001
COLLAR	1	0.02304915	0.02000473	1.152	0.2493
YR5FEDGV	1	0.009199135	0.009958028	0.924	0.3556
PAYGRADE	1	0.02755783	0.01564847	1.761	0.0783
APPTTYPE	1	0.004366784	0.02391049	0.183	0.8551
UNDERSUP	1	0.004544248	0.005937872	0.765	0.4441
UNION	1	0.17070076	0.02410144	7.083	0.0001
WHS	1	-0.13957966	0.02426558	-5.752	0.0001
BLK	1	-0.14365824	0.02228866	-5.694	0.0001
OTH	1	-0.10104273	0.03733328	-2.707	0.0068
PM18D	1	0.55160068	0.01179007	46.785	0.0001

Table B.8--continued

DEF VARIABLE: PM23

ANALYSIS OF VARIANCE					F VALUE	PROB>F
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE			
MODEL	18	6462.91998	359.05111	1080.964		0.0001
ERROR	6965	2313.48290	0.33215035			
C TOTAL	6983	8776.40289				
ROOT MSE		0.5763318	R-SQUARE	0.7364		
DEP MEAN		2.352305	ADJ R-SQ	0.7357		
C.V.		24.50072				

  

PARAMETER ESTIMATES					T FOR H0: PARAMETER=0	PROB >  T
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR			
INTERCEP	1	-0.40594141	0.06780356	-5.987		0.0001
FOLUP1	1	0.003805147	0.01784845	0.213		0.8312
SACTO	1	0.03817455	0.02055423	1.857		0.0633
FOLPSACT	1	-0.006604721	0.02832099	-0.233		0.8156
SUPER	1	0.17180376	0.01961286	8.760		0.0001
AGE	1	-0.05246547	0.006654540	-7.884		0.0001
SEX	1	0.04061536	0.01662305	2.443		0.0146
EDUC	1	-0.01273342	0.004605331	-2.765		0.0057
YRSDS	1	-0.02460798	0.009741230	-2.526		0.0116
COLLAR	1	0.01952650	0.01670512	1.169		0.2425
YRSPEDGV	1	-0.01954231	0.008315535	-2.350		0.0188
PAYGRADE	1	0.03297470	0.01306738	2.523		0.0116
APPTTYPE	1	0.01811466	0.01996666	0.907		0.3643
UNDERSUP	1	0.001904038	0.004958469	0.384		0.7010
UNION	1	-0.01400854	0.02012611	-0.696		0.4864
WHS	1	-0.03338801	0.02026317	-1.648		0.0995
BLK	1	-0.10375723	0.02106740	-4.925		0.0001
OTH	1	-0.03833510	0.03117547	-1.230		0.2189
PM18D	1	1.22720212	0.0098045393	124.647		0.0001

Table B.8--continued

DEP VARIABLE: PM31B

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	2332.56558	129.58698	204.069	0.0001
ERROR	6900	4381.61435	0.63501657		
C TOTAL	6918	6714.17992			
ROOT MSE		0.7968793	R-SQUARE	0.3474	
DEP MEAN		2.93183	ADJ R-SQ	0.3457	
C.V.		27.18027			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.32057791	0.09418965	14.020	0.0001
FOLUP1	1	0.004335346	0.02479426	0.175	0.8612
SACTO	1	-0.27818007	0.02855300	-9.743	0.0001
FOLPRACT	1	0.19554850	0.03934225	4.970	0.0001
SUPER	1	0.16666823	0.02724530	6.117	0.0001
AGE	1	0.02779494	0.009244188	3.007	0.0027
SEX	1	-0.04834369	0.02309199	-2.094	0.0363
EDUC	1	-0.02511506	0.006397518	-3.926	0.0001
YRSDB	1	-0.01563181	0.01353208	-1.155	0.2481
COLLAR	1	-0.0632477	0.02320600	-2.858	0.0043
YRSFEDGV	1	-0.002854283	0.01155157	-0.247	0.8048
PAYGRADE	1	0.08046261	0.01815262	4.433	0.0001
APPTYPE	1	-0.05575586	0.02773678	-2.010	0.0445
UNDERSUP	1	0.003444111	0.00688082	0.500	0.6171
UNION	1	0.07498101	0.02795829	2.682	0.0073
WHS	1	-0.006759660	0.02814869	-0.240	0.8102
BLK	1	0.003520255	0.02926588	0.120	0.9043
OTH	1	0.01618593	0.04330755	0.374	0.7086
PM18D	1	0.65580816	0.01367678	47.950	0.0001

Table B.8--continued

DEP VARIABLE: SUPVNUMT

ANALYSIS OF VARIANCE				
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE
MODEL	16	1948.05992	108.22555	194.415
ERROR	6848	3812.10180	0.55667374	
C TOTAL	6866	5760.16172		0.0001
ROOT MSE		0.7461057	R-SQUARE	0.3382
DEP MEAN		3.046516	ADJ R-SQ	0.3365
C.V.		24.49045		
PARAMETER ESTIMATES				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0
INTERCEP	1	1.58391350	0.08852163	17.893
POLUP1	1	0.00876423	0.02330222	0.376
SACTO	1	-0.12174750	0.02683478	-4.537
FOLPHACT	1	0.12842032	0.03697476	3.473
SUPER	1	0.19708386	0.02560577	7.697
AGE	1	-0.01117242	0.008687903	-1.286
SEX	1	-0.02225776	0.02170239	-1.026
EDUC	1	-0.0212755	0.006012537	-3.680
TRSD6	1	-0.01862430	0.01271776	-1.464
COLLAR	1	0.0922423	0.02180954	4.550
TRSFEDGV	1	-0.003247876	0.01085643	-0.299
PAYGRADE	1	0.02566707	0.01706025	1.504
APPTTYPE	1	-0.003895035	0.02606767	-0.111
UNDERSUP	1	-0.002036475	0.006473580	-0.315
UNION	1	0.05869617	0.02627585	2.234
WHS	1	-0.06294718	0.02645479	-2.379
BLK	1	-0.05983640	0.02750476	-2.175
OTH	1	-0.07163088	0.04070145	-1.809
PH18D	1	0.62629028	0.01285375	48.724
				PROB >  T
				0.0001
				0.7068
				0.0001
				0.0005
				0.0001
				0.1985
				0.3051
				0.0002
				0.1431
				0.0001
				0.7648
				0.1325
				0.9116
				0.7531
				0.0255
				0.0174
				0.0296
				0.0705
				0.0001

## DEP VARIABLE: ORGINVOL

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	411.97381	22.88743369	88.470	0.0001
ERROR	6672	1726.06126	0.25670223		
C TOTAL	6690	2138.03507			
ROOT MSE		0.506278	R-SQUARE	0.1927	
DEP MEAN		3.770968	ADJ R-SQ	0.1905	
C.V.		13.48799			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	3.00896007	0.06113472	49.219	0.0001
POLUP1	1	-0.01664664	0.01609296	-1.034	0.3010
SACTO	1	-0.06905711	0.01853261	-3.726	0.0002
FOLPSACT	1	0.000556803	0.03553548	0.022	0.9826
SUPER	1	0.19960269	0.01768383	11.287	0.0001
AGE	1	0.04291293	0.00600031	7.152	0.0001
SEX	1	-0.03794393	0.01498809	-2.532	0.0114
EDUC	1	0.03600581	0.004152372	6.263	0.0001
YRSD8	1	-0.01128892	0.008783129	-1.285	0.1987
COLLAR	1	0.03606164	0.01506208	2.394	0.0167
YRSPEDGV	1	-0.01937898	0.007497658	-2.585	0.0098
PAYGRADE	1	0.09339326	0.01178214	7.927	0.0001
APPTTYPE	1	0.04194602	0.01600283	2.330	0.0198
UNDERSUP	1	-0.01330509	0.004470778	-2.976	0.0029
UNION	1	-0.006773385	0.01814660	-0.373	0.7090
WHS	1	-0.02164193	0.01627018	-1.185	0.2362
BLK	1	-0.07642592	0.01899531	-4.023	0.0001
OTH	1	-0.10782900	0.02810919	-3.836	0.0001
PM18D	1	0.19389340	0.008877047	21.842	0.0001

Table B.8--continued

DEP VARIABLE: UNIONSAT

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	935.58458	51.97692119	101.063	0.0001
ERROR	6774	3483.87385	0.51430083		
C TOTAL	6792	4419.45843			
ROOT MSE		0.7171477	R-SQUARE	0.2117	
DEP MEAN		2.509642	ADJ R-SQ	0.2096	
C.V.		28.57569			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	1.60867390	0.08554816	18.804	0.0001
FOLUP1	1	0.03508016	0.02251949	1.558	0.1193
SACTO	1	-0.08242240	0.02593339	-3.178	0.0015
FOLPRACT	1	-0.04724629	0.03573277	-1.322	0.1861
SUPER	1	-0.04023701	0.02474566	-1.626	0.1040
AGE	1	0.06339850	0.008396074	7.551	0.0001
SEX	1	0.12741614	0.02097340	6.075	0.0001
EDUC	1	-0.01176994	0.005810574	-2.026	0.0428
TRADES	1	-0.05728908	0.01229057	-4.661	0.0001
COLLAR	1	0.08629481	0.01049176	8.267	0.0001
YRSFEDGV	1	-0.03836800	0.01648720	-2.322	0.0206
PAYGRADE	1	0.006115605	0.01648720	0.371	0.7107
APPTYPE	1	-0.001302638	0.02519206	-0.052	0.9588
UNDERSUP	1	0.007971757	0.006256131	1.274	0.2026
UNION	1	-0.08535031	0.02539324	-3.361	0.0008
WHS	1	-0.004109883	0.02556617	-0.161	0.8723
BLK	1	0.06513864	0.02650887	2.451	0.0143
OTH	1	-0.12677297	0.03933428	-3.223	0.0013
FW18D	1	0.43025396	0.01242199	34.636	0.0001

Table B.8--continued

DEP VARIABLE: PAYDETRM

ANALYSIS OF VARIANCE				
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE
MODEL	18	2071.59145	115.08841	94.361
ERROR	6899	8414.41041	1.21965653	
C TOTAL	6917	10486.00186		0.0001
ROOT MSE		1.104381	R-SQUARE	0.1976
DEP MEAN		2.992002	ADJ R-SQ	0.1955
C.V.		36.9111		

  

PARAMETER ESTIMATES				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0
INTERCEP	1	1.37077778	0.13054517	10.500
FOLUP1	1	0.05797803	0.03436440	1.687
SACTO	1	0.04105666	0.03957395	1.037
FOLPSACT	1	-0.02377144	0.05452765	-0.436
SUPER	1	0.25328369	0.03776150	6.707
AGE	1	0.07111797	0.01281228	5.551
SEX	1	0.04249564	0.03200509	1.328
EDUC	1	-0.03435983	0.008866846	-3.875
YRSDS	1	-0.002650465	0.01875522	-0.141
COLLAR	1	-0.02251777	0.03216310	-0.700
YRSTEDGV	1	0.007800520	0.01601026	0.487
PAYGRADE	1	-0.01901267	0.02515920	-0.756
APPTTYPE	1	-0.07890544	0.03844268	-2.053
UNDERSUP	1	0.002918842	0.009546759	0.306
UNION	1	-0.02503577	0.03874969	-0.646
WHS	1	0.36324525	0.03901358	9.311
BLK	1	0.29545161	0.04056199	7.284
OTH	1	0.23667396	0.06002349	3.943
PH18D	1	0.60606884	0.01895577	31.973

PROB > |T|

0.0001  
0.0916  
0.2996  
0.6629  
0.0001  
0.0001  
0.1843  
0.0001  
0.8876  
0.4839  
0.6261  
0.4499  
0.0402  
0.7598  
0.5182  
0.0001  
0.0001  
0.0001  
0.0001



Table B.9  
REGRESSION RESULTS FOR NEW VARIABLES, ALL EMPLOYERS

MODEL:	MODEL01	SSE	3768.966	F RATIO	16.15
DEP VAR:	V228	DFE	3427	PROB>F	0.0001
		MSE	1.099786	R-SQUARE	0.0660
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.492693	0.162201	21.5331	0.0001
SACTO	1	-0.252975	0.038729	-6.5320	0.0001
SUPER	1	0.369811	0.049874	7.4150	0.0001
V152	1	-0.108776	0.025142	-4.3264	0.0001
V156W	1	0.180434	0.043095	4.1869	0.0001
V157C	1	0.021416	0.033774	0.6341	0.5261
V159A	1	0.013098	0.051617	0.2538	0.7997
V160	1	-0.00101387	0.012829	-0.1414	0.8876
V161	1	-0.035318	0.021541	-1.6396	0.1012
V165	1	0.175799	0.052104	3.3740	0.0007
V168	1	0.036281	0.017228	2.1059	0.0353
V169	1	0.024585	0.043058	0.5710	0.5681
V172	1	-0.033332	0.011896	-2.8021	0.0051
WHS	1	-0.000526136	0.052206	-0.0010	0.9992
BLK	1	0.036911	0.054587	0.6762	0.4990
OTH	1	-0.087768	0.080750	-1.0869	0.2772

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MODEL:	MODEL01	SSE	3431.346	F RATIO	23.15
DEP VAR:	V229	DFE	3427	PROB>F	0.0001
		MSE	1.001268	R-SQUARE	0.0920
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTER .PT	1	3.559266	0.154766	22.9978	0.0001
SACTV	1	-0.327944	0.036953	-8.8745	0.0001
SUPV	1	0.396298	0.047587	8.3278	0.0001
V152	1	-0.068624	0.023990	-2.8606	0.0043
V156W	1	0.180057	0.041119	4.3789	0.0001
V157C	1	0.021993	0.032226	0.6824	0.4950
V159A	1	-0.074441	0.049251	-1.5115	0.1308
V160	1	-0.017652	0.012241	-1.4320	0.1494
V161	1	-0.013027	0.020553	-0.6338	0.5262
V165	1	0.045696	0.049716	0.9191	0.3581
V168	1	0.100097	0.014439	6.8891	0.0001
V169	1	-0.124952	0.041084	-3.0414	0.0024
V172	1	0.023031	0.011350	2.0291	0.0425
WHS	1	0.042724	0.049813	0.8577	0.3911
BLK	1	-0.025482	0.052084	-0.4892	0.6247
OTH	1	-0.125451	0.077049	-1.6287	0.1035

Table B.9--Continued

MODEL:	MODEL01	SSE	3838.916	F RATIO	32.22
DEP VAR:	V230	DFF	3427	PROB>F	0.0001
		MSE	1.120197	R-SQUARE	0.1236
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	3.014329	0.163699	18.4138	0.0001
SACTO	1	-0.403742	0.039086	-10.3295	0.0001
SUPER	1	0.459068	0.050334	9.1208	0.0001
V152	1	-0.120447	0.025374	-4.7468	0.0001
V156W	1	0.164115	0.043493	3.7734	0.0002
V157C	1	0.101895	0.034086	2.9835	0.0029
V159A	1	-0.129102	0.052094	-2.4782	0.0133
V160	1	0.00644294	0.012948	0.4977	0.6187
V161	1	-0.020786	0.021740	-0.9561	0.3391
V165	1	0.171647	0.052586	3.2680	0.0011
V168	1	0.079595	0.017388	4.5777	0.0001
V169	1	-0.034786	0.043456	-0.8005	0.4235
V172	1	-0.053496	0.012005	-4.4559	0.0001
WHS	1	0.057823	0.052688	1.0975	0.2725
BLK	1	-0.131050	0.055091	-2.3788	0.0174
OTH	1	-0.121327	0.081496	-1.4887	0.1366

MODEL:	MODEL01	SSE	3879.715	F RATIO	48.19
DEP VAR:	V231	DFF	3427	PROB>F	0.0001
		MSE	1.132103	R-SQUARE	0.1742
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	1.649397	0.164567	10.0227	0.0001
SACTO	1	0.732208	0.039294	18.6343	0.0001
SUPER	1	0.349253	0.050601	6.9021	0.0001
V152	1	0.116680	0.025509	4.5741	0.0001
V156W	1	0.218928	0.043724	5.0071	0.0001
V157C	1	0.184101	0.034267	5.3726	0.0001
V159A	1	0.124091	0.052370	2.4696	0.0174
V160	1	0.034561	0.013017	2.6552	0.0080
V161	1	0.061817	0.021855	2.8285	0.0047
V165	1	0.017082	0.052864	0.3231	0.7466
V168	1	-0.056954	0.017480	-3.2583	0.0011
V169	1	0.007734101	0.043686	0.1770	0.8595
V172	1	0.002927519	0.012069	0.2426	0.8084
WHS	1	-0.00333665	0.052968	-0.0630	0.9498
BLK	1	-0.014617	0.055183	-0.2639	0.7919
OTH	1	-0.073054	0.081928	-0.8917	0.3726

Table B.9--continued

MODEL:	MODEL01	SSE	3653.092	F RATIO	18.14	
DEP VAR:	V232	DFE	3427	PROB>F	0.0001	
		MSE	1.065974	R-SQUARE	0.0736	VARIABLE LABEL
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	2.437882	0.159688	15.2665	0.0001	
SACTO	1	0.042129	0.030129	1.1049	0.2693	
SUPER	1	0.460243	0.049101	9.3734	0.0001	
V152	1	-0.037820	0.024753	-1.5279	0.1266	
V156W	1	0.212702	0.042427	5.0133	0.0001	
V157C	1	0.147806	0.033251	4.452	0.0001	
V159A	1	0.040613	0.050810	0.7992	0.4242	
V160	1	0.019635	0.012631	1.5546	0.1201	
V161	1	0.015967	0.021207	0.7529	0.4515	
V165	1	0.038010	0.051297	0.7410	0.4588	
V168	1	-0.00314963	0.016962	-0.1857	0.8527	
V169	1	0.075180	0.042391	1.7735	0.0762	
V172	1	-0.015148	0.011711	-1.2934	0.1960	
WHS	1	0.139508	0.051397	2.7143	0.0067	
BLK	1	0.133563	0.053741	2.4853	0.0130	
OTH	1	-0.063358	0.079499	-0.7970	0.4255	

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MODEL:	MODEL01	SSE	4052.96	F RATIO	7.65	
DEP VAR:	V235	DFE	3427	PROB>F	0.0001	
		MSE	1.182655	R-SQUARE	0.0324	VARIABLE LABEL
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	
INTERCEPT	1	3.500083	0.168201	20.8089	0.0001	
SACTO	1	-0.237301	0.040161	-5.9087	0.0001	
SUPER	1	0.166170	0.051718	3.2130	0.0013	
V152	1	-0.028518	0.026072	-1.0938	0.2741	
V156W	1	0.113176	0.044689	2.5325	0.0114	
V157C	1	0.045014	0.035024	1.2858	0.1986	
V159A	1	-0.027024	0.053521	-0.5055	0.6133	
V160	1	0.003236251	0.013304	0.2433	0.8078	
V161	1	0.056868	0.022337	-2.5458	0.0109	
V165	1	-0.074225	0.054032	-1.3737	0.1696	
V168	1	-0.011440	0.017866	-0.6403	0.5220	
V169	1	0.095306	0.044651	2.1345	0.0329	
V172	1	-0.032109	0.012336	-2.6029	0.0093	
WHS	1	0.066461	0.054137	1.2276	0.2197	
BLK	1	-0.023812	0.056606	-0.4207	0.6740	
OTH	1	-0.144847	0.083737	-1.7298	0.0838	

Table B.9--continued

MODEL:	MODEL01	SSE	DFE	MSE	4043.702	F RATIO	33.42
DEP VAR:	V237				3427	PROB>F	0.0001
					1.179954	R-SQUARE	0.1276
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	2.700732	0.168009	16.0750	0.0001		
SACTO	1	-0.178815	0.040115	-4.4575	0.0001		
SUPER	1	0.765201	0.051659	14.8124	0.0001		
V152	1	-0.077873	0.026042	-2.9902	0.0028		
V156W	1	0.230969	0.044638	5.1743	0.0001		
V157C	1	0.111342	0.034984	3.1827	0.0015		
V159A	1	-0.047666	0.053466	-0.8915	0.3727		
V160	1	0.014805	0.012289	1.1141	0.2653		
V161	1	-0.019133	0.022312	-0.8575	0.3912		
V165	1	0.111613	0.053970	2.0681	0.0387		
V168	1	0.029712	0.017845	1.6650	0.0960		
V169	1	-0.065740	0.044600	-1.4740	0.1406		
V172	1	-0.037456	0.012322	-3.0399	0.0024		
WHS	1	-0.034285	0.054075	-0.6340	0.5261		
BLK	1	-0.024397	0.056541	-0.4315	0.6661		
OTH	1	-0.118153	0.083642	-1.4126	0.1579		

MODEL:	MODEL01	SSE	DFE	MSE	3777.089	F RATIO	34.46
DEP VAR:	V239				3427	PROB>F	0.0001
					1.102156	R-SQUARE	0.1311
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL	
INTERCEPT	1	2.307177	0.162376	14.2089	0.0001		
SACTO	1	-0.183234	0.038770	-4.7261	0.0001		
SUPER	1	0.703754	0.049927	14.0956	0.0001		
V152	1	-0.077880	0.025169	-3.0942	0.0020		
V156W	1	0.163124	0.043141	3.7811	0.0002		
V157C	1	0.138308	0.033811	4.0907	0.0001		
V159A	1	-0.079525	0.051673	-1.5490	0.1219		
V160	1	0.040684	0.012843	3.1677	0.0015		
V161	1	0.00130633	0.021564	0.0606	0.9517		
V165	1	0.188245	0.052160	3.6090	0.0003		
V168	1	-0.013247	0.017247	-0.7681	0.4425		
V169	1	0.0003858135	0.043104	0.0090	0.9929		
V172	1	-0.017954	0.011908	-1.5076	0.1317		
WHS	1	0.034043	0.052262	0.6514	0.5148		
HLK	1	-0.089386	0.054645	-1.6158	0.1020		
OTH	1	-0.062738	0.080837	-0.7761	0.4377		

Table B.9--continued

MODEL: MODEL01	SSE	3717.351	F RATIO	49.63	
DEP VAR: V241	DFE	3427	PROB>F	0.0001	
	MSE	1.084724	R-SQUARE	0.1785	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.164254	13.4354	0.0001	
SACTO	1	-0.238431	-6.1990	0.0001	
SUPER	1	0.869346	17.5516	0.0001	
V152	1	-0.117363	-4.7002	0.0001	
V156W	1	0.202995	4.7430	0.0001	
V157C	1	0.091903	2.7399	0.0062	
V159A	1	-0.084640	-1.6511	0.0988	
V160	1	0.035032	2.7495	0.0060	
V161	1	0.00985647	0.4607	0.6450	
V165	1	0.197001	3.8071	0.0001	
V168	1	0.039206	2.2914	0.0220	
V169	1	-0.065359	-1.5284	0.1265	
V172	1	-0.031612	-2.6759	0.0075	
WHS	1	0.163232	3.1483	0.0017	
BLK	1	0.033117	0.6109	0.5413	
OTH	1	-0.112696	-1.4053	0.1600	

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MODEL: MODEL01	SSE	3465.201	F RATIO	13.48	
DEP VAR: V242	DFE	3427	PROB>F	0.0001	
	MSE	1.011147	R-SQUARE	0.0557	
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.608303	23.2005	0.0001	
SACTO	1	-0.256166	-6.8982	0.0001	
SUPER	1	0.331856	6.9395	0.0001	
V152	1	-0.106096	-4.4009	0.0001	
V156W	1	0.108360	2.6224	0.0088	
V157C	1	0.023382	0.7220	0.4703	
V154A	1	-0.053294	-1.0768	0.2816	
V160	1	-0.012397	-1.0078	0.3136	
V161	1	0.006849013	0.3316	0.7402	
V165	1	-0.031281	-0.6261	0.5313	
V168	1	0.020496	1.2407	0.2148	
V169	1	-0.056437	-1.3670	0.1717	
V172	1	-0.048370	-4.2407	0.0001	
WHS	1	-0.054045	-1.0797	0.2804	
BLK	1	-0.014359	-0.2743	0.7838	
OTH	1	-0.063075	-0.8146	0.4153	

Table B.9--continued

MODEL:	MODEL01	SSE	3141.59	F RATIO	11.35	
DEP VAR:	V243	DFE	3427	PROB>F	0.0001	
		MSE	0.916717	R-SQUARE	0.0473	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	3.338838	0.148087	22.5465	0.0001	
SACTO	1	-0.211248	0.035359	-5.9744	0.0001	
SUPER	1	0.312349	0.045534	6.8597	0.0001	
V152	1	-0.088877	0.022954	-3.8719	0.0001	
V156W	1	0.074325	0.039345	1.8891	0.0590	
V157C	1	0.007060175	0.030835	0.2290	0.8189	
V159A	1	-0.033714	0.047126	-0.7154	0.4744	
V160	1	-0.00630648	0.011713	-0.5384	0.5903	
V161	1	-0.013993	0.019666	-0.7115	0.4768	
V165	1	0.006146164	0.047570	0.1292	0.8972	
V168	1	-0.045467	0.015729	-2.8906	0.0039	
V169	1	-0.034951	0.039311	-0.8891	0.3740	
V172	1	-0.042965	0.010861	-3.9561	0.0001	
WHS	1	0.036897	0.047663	0.7741	0.4389	
BLK	1	0.027356	0.049837	0.5489	0.5831	
OTH	1	-0.010435	0.073724	-0.1415	0.8874	

Table B.9--continued

MODEL: MODEL01	SSE	841.153734	F RATIO	3.84
DEP VAR: V267	DFF	763	PROB>F	0.0001
	MSR	1.102430	M-SQUARE	0.0657
VARIABLE	DF	PARAMETER ESTIMATE	T RATIO	PROB> T
INTERCEPT	1	2.860356	5.2918	0.0001
SACTO	1	-0.261632	-2.8735	0.0042
V152	1	-0.108665	-1.5976	0.1105
V156W	1	0.157198	1.5653	0.1179
V157C	1	0.086022	1.2729	0.2034
V159A	1	-0.077303	-0.5800	0.5621
V160	1	-0.033142	-1.1526	0.2494
V161	1	0.145331	3.2028	0.0014
V165	1	0.198819	0.9896	0.3227
V168	1	0.010652	0.2553	0.7986
V169	1	-0.196494	-2.1197	0.0344
V172	1	0.004347572	0.1759	0.8604
WMS	1	-0.111917	-1.0869	0.2774
BLK	1	-0.151756	-1.2316	0.2185
OTH	1	-0.688216	-3.3887	0.0007
		STANDARD ERROR		
		0.540521		
		0.091050		
		0.068018		
		0.100424		
		0.067577		
		0.133291		
		0.028754		
		0.045376		
		0.200914		
		0.041730		
		0.092700		
		0.024715		
		0.102973		
		0.123213		
		0.203089		

Table B.9--continued

MODEL:	MODEL01	SSE	1697.617	F RATIO	8.48	
DEP VAR:	V233	DPE	1375	PROB>F	0.0001	
		MSE	234630	R-SQUARE	0.0794	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.732356	0.260384	10.1808	0.0001	
SUPER	1	0.552332	0.082074	6.7284	0.0001	
V152	1	-0.098202	0.041914	-2.3429	0.0193	
V156W	1	0.133331	0.071868	1.8552	0.0638	
V157C	1	0.037495	0.056324	0.6657	0.5057	
V159A	1	-0.069529	0.086073	-0.8078	0.4194	
V160	1	0.020739	0.021352	0.9713	0.3316	
V161	1	-0.017801	0.035905	-0.4958	0.6201	
V165	1	0.047595	0.086274	0.5517	0.5813	
V168	1	0.126132	0.028652	4.4022	0.0001	
V169	1	0.014833	0.071807	0.2066	0.8364	
V172	1	-0.088111	0.019623	-4.4902	0.0001	
WHS	1	0.112913	0.086585	1.3041	0.1924	
BLK	1	0.199380	0.091023	2.1904	0.0287	
OTH	1	0.143351	0.133904	1.0706	0.2846	
MODEL:	MODEL01	SSE	1509.538	F RATIO	7.18	
DEP VAR:	V234	DPE	1375	PROB>F	0.0001	
		MSE	1.097846	R-SQUARE	0.0682	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.807392	0.253081	11.0929	0.0001	
SUPER	1	0.516337	0.077394	6.6715	0.0001	
V152	1	-0.114894	0.039524	-2.9070	0.0037	
V156W	1	0.100043	0.067770	1.4762	0.1401	
V157C	1	0.066027	0.053112	1.2432	0.2140	
V159A	1	-0.071089	0.081165	-0.8759	0.3813	
V160	1	0.006917851	0.020135	0.3436	0.7312	
V161	1	-0.072104	0.038580	-2.1296	0.0314	
V165	1	0.035281	0.081355	0.4337	0.6646	
V168	1	0.106564	0.027018	3.9442	0.0001	
V169	1	-0.036360	0.067712	-0.5370	0.5914	
W172	1	-0.035420	0.018504	-1.9142	0.0558	
WHS	1	0.099891	0.081648	1.2234	0.2214	
BLK	1	0.116626	0.085833	1.3588	0.1744	
OTH	1	-0.110429	0.126268	-0.8746	0.3820	



Table B.9--continued

MODEL:	MODEL01	SSE	1573.806	F RATIO	11.74	
DEP VAR:	V236	DFE	1375	PROB>F	0.0001	
		MSE	1.144586	R-SQUARE	0.1068	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.431328	0.258412	9.4087	0.0001	
SUPER	1	0.602790	0.079025	7.6279	0.0001	
V152	1	-0.058237	0.040357	-1.4431	0.1492	
V156W	1	0.215938	0.069197	3.1206	0.0018	
V157C	1	0.158369	0.054231	2.9203	0.0036	
V159A	1	0.133867	0.082875	1.6153	0.1065	
V160	1	0.030124	0.020559	1.4652	0.1431	
V161	1	-0.150828	0.034571	-4.3628	0.0001	
V165	1	0.087837	0.083068	1.0574	0.2905	
V168	1	0.158136	0.027587	5.7322	0.0001	
V169	1	0.049625	0.069138	0.7178	0.4730	
V172	1	-0.029550	0.018894	-1.5640	0.1180	
WHS	1	0.037490	0.083368	0.4497	0.6530	
BLK	1	0.120985	0.087641	1.3805	0.1677	
OTH	1	-0.024099	0.128928	-0.1869	0.8517	

MODEL:	MODEL01	SSE	1471.697	F RATIO	10.02	
DEP VAR:	V238	DFE	1375	PROB>F	0.0001	
		MSE	1.070325	R-SQUARE	0.0926	
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T	VARIABLE LABEL
INTERCEPT	1	2.616494	0.249889	10.4706	0.0001	
SUPER	1	0.608174	0.076418	7.9585	0.0001	
V152	1	-0.132557	0.039025	-3.3967	0.0007	
V156W	1	0.201057	0.066915	3.0047	0.0027	
V157C	1	0.058810	0.052442	1.1214	0.2623	
V159A	1	0.005198017	0.080141	0.0649	0.9483	
V160	1	0.021946	0.019881	1.1039	0.2698	
V161	1	-0.062956	0.033431	-1.8832	0.0599	
V165	1	0.045508	0.080328	0.5665	0.5711	
V168	1	0.068950	0.026677	2.5846	0.0099	
V169	1	-0.044358	0.066858	-0.6635	0.5071	
V172	1	0.007681156	0.018271	0.4204	0.6743	
WHS	1	0.129034	0.080618	1.6006	0.1097	
BLK	1	0.298308	0.084750	3.5198	0.0004	
OTH	1	-0.160541	0.124676	-1.2877	0.1981	

Table B.9--continued

MODEL:	MODEL01	SSE	1357.681	F RATIO	8.49
DEP VAR:	V240	DFE	1375	PROB>F	0.0001
		MSE	0.987404	R-SQUARE	0.0795
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T RATIO	PROB> T
INTERCEPT	1	2.701446	0.240014	11.2554	0.0001
SUPER	1	0.542377	0.073398	7.3895	0.0001
V152	1	-0.109946	0.037483	-2.9332	0.0034
V156W	1	0.217521	0.064271	3.3844	0.0007
V157C	1	0.014726	0.050370	0.2924	0.7701
V159A	1	0.032400	0.076974	0.4209	0.6739
V160	1	0.027264	0.019095	1.4278	0.1536
V161	1	-0.096193	0.032110	-2.9958	0.0028
V165	1	0.023544	0.077154	0.3052	0.7603
V168	1	0.102807	0.025623	4.0122	0.0001
V169	1	-0.053143	0.064216	-0.8276	0.4081
V172	1	-0.017959	0.017549	-1.0234	0.3063
WHS	1	0.036087	0.077432	0.4660	0.6413
BLK	1	0.233485	0.081401	2.8683	0.0042
OTH	1	0.029429	0.119749	0.2458	0.8059

Table B.10  
REGRESSION RESULTS FOR NEW VARIABLE ATTITUDE SCALE FACTORS WITHOUT OPM18D

DEP VARIABLE: INFOUSE

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	15	339.79734	22.65315599	47.883	0.0001
ERROR	3372	1595.26506	0.47309165		
C TOTAL	3387	1935.06240			
ROOT MSE		0.6878166	R-SQUARE	0.1756	
DEP MEAN		2.9599	ADJ R-SQ	0.1719	
C.V.		23.23783			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	3.05950343	0.10598289	28.868	0.0001
SACTO	1	-0.25474694	0.02568004	-9.920	0.0001
SUPER	1	0.48833355	0.03273152	14.919	0.0001
AGE	1	0.04005179	0.01125628	3.558	0.0004
SEX	1	-0.06031809	0.02819181	-2.140	0.0325
EDUC	1	-0.03240332	0.007757373	-4.177	0.0001
YRSDS	1	-0.10212694	0.01723566	-5.925	0.0001
COLLAR	1	0.14936323	0.02834686	5.290	0.0001
YRSTEDGV	1	0.007868542	0.01415660	0.556	0.5784
PAYGRADE	1	0.05633939	0.02204319	2.556	0.0106
APPTTYPE	1	-0.06688382	0.03536545	-1.891	0.0587
UNDERSEP	1	0.008667553	0.008810155	0.984	0.3253
UNION	1	0.09797887	0.03431435	2.855	0.0043
WHS	1	0.03200219	0.03428278	0.933	0.3506
BLK	1	-0.04220552	0.03673131	-1.149	0.2506
OTH	1	-0.06946258	0.05074365	-1.369	0.1711

Table B.10--continued

DEP VARIABLE: QUALCIR

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	15	389.77782	25.98518792	32.689	0.0001
ERROR	3397	2700.33235	0.79491679		
C TOTAL	3412	3090.11017			
ROOT MSE		0.8915811	R-SQUARE	0.1261	
DEP MEAN		3.210956	ADJ R-SQ	0.1223	
C.V.		27.76682			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	2.14027006	0.13687591	15.637	0.0001
BACSO	1	0.37375607	0.03316553	11.269	0.0001
SUPER	1	0.41418097	0.04227245	9.798	0.0001
AGE	1	-0.02328991	0.01453737	-1.602	0.1092
SEX	1	0.03810005	0.03640947	1.046	0.2954
EDUC	1	-0.003283103	0.01001858	-0.328	0.7432
YRSDS	1	0.02811796	0.02225970	1.263	0.2066
COLLAR	1	0.20171823	0.03660970	5.510	0.0001
YRSTEDGV	1	0.03579772	0.01828311	1.956	0.0503
PAYGRADE	1	0.15859573	0.02846858	5.571	0.0001
APPTTYPE	1	0.06693269	0.04567415	1.465	0.1429
UNDERBUP	1	0.01093345	0.01137823	0.961	0.3367
UNIQM	1	0.04108154	0.04431667	0.927	0.3540
WHS	1	0.03805983	0.04427589	0.860	0.3901
BLK	1	0.03843564	0.04743814	0.810	0.4179
OTH	1	-0.08167060	0.06553496	-1.246	0.2128

Table B.10--continued

DEP VARIABLE: V237

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	15	590.70432	39.38028806	33.370	0.0001
ERROR	3425	4041.86644	1.18010699		
C TOTAL	3440	4632.57076			
ROOT MSE		1.086327	R-SQUARE	0.1275	
DEP MEAN		2.823307	ADJ R-SQ	0.1237	
C.V.		38.47712			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	2.71752481	0.16609332	16.361	0.0001
SACTO	1	-0.17588944	0.04024502	-4.370	0.0001
SUPER	1	0.75740681	0.05129589	14.765	0.0001
AGE	1	0.02945604	0.01764051	1.670	0.0951
SEX	1	-0.08188882	0.04418140	-1.853	0.0639
EDUC	1	-0.03241189	0.01215713	-2.666	0.0077
YHSDS	1	-0.07760125	0.02701123	-2.873	0.0041
COLLAR	1	0.22585830	0.04442438	5.084	0.0001
YHSFEDGV	1	-0.006437101	0.02218581	-0.290	0.7717
PAYGRADE	1	0.10996331	0.03454545	3.183	0.0015
APPTTYPE	1	-0.07240581	0.05422371	-1.306	0.1915
UNDERSUP	1	0.01388708	0.01380702	1.006	0.3146
UNION	1	0.09656039	0.05377646	1.796	0.0726
WHS	1	-0.06901323	0.05372698	-1.285	0.1990
BLK	1	-0.06115246	0.05756424	-1.062	0.2882
OTH	1	-0.11121250	0.07952399	-1.398	0.1621

Table B.10--continued

DEP VARIABLE: V235

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	15	128.78614	8.58574264	7.248	0.0001
ERROR	3418	4048.86208	1.18457053		
C TOTAL	3433	4177.64822			
ROOT MSE		1.08838	R-SQUARE	0.0308	
DEP MEAN		3.06468	ADJ R-SQ	0.0266	
C.V.		35.51403			
PARAMETER ESTIMATES					
VARIABLE OF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T	
INTERCEP	1 3.49732939	0.16657671	20.995	0.0001	
BACTO	1 -0.22476187	0.04036214	-5.569	0.0001	
SUPER	1 0.16373970	0.05144518	3.183	0.0015	
AGE	1 -0.01179621	0.01769185	-0.667	0.5050	
SEX	1 0.09004656	0.04430998	2.032	0.0422	
EDUC	1 -0.02934036	0.01219251	-2.406	0.0162	
YRSDS	1 -0.02338885	0.02708984	-0.863	0.3880	
COLLAR	1 0.10961289	0.04455366	2.460	0.0139	
YRSTEDGV	1 -0.05442199	0.02225037	-2.446	0.0145	
PAYGRADE	1 0.03919057	0.03464599	1.131	0.2581	
APPTTYPE	1 -0.02407479	0.05558501	-0.433	0.6650	
UNDERSUP	1 0.006418199	0.01384720	0.464	0.6430	
UNION	1 -0.08742256	0.05393297	-1.621	0.1051	
WHS	1 0.05369715	0.05388334	0.997	0.3191	
BLK	1 -0.04388851	0.05773177	-0.760	0.4472	
OTH	1 -0.13850946	0.07975543	-1.737	0.0825	

Table B.11

REGRESSION RESULTS FOR NEW VARIABLE ATTITUDE SCALE FACTORS WITH OPM18D .

DEP VARIABLE: INFOUSE

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	16	933.84935	58.36558441		
ERROR	3371	1001.21305	0.29700773	196.512	0.0001
C TOTAL	3387	1935.06240			
ROOT MSE		0.5449842	R-SQUARE	0.4826	
DEP MEAN		2.9599	ADJ R-SQ	0.4801	
C.V.		18.41225			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	1.51062312	0.09083580	16.630	0.0001
BACTO	1	-0.03635084	0.02092510	-1.737	0.0824
SUPER	1	0.25023349	0.02647529	9.452	0.0001
AGE	1	0.01550145	0.008935668	1.735	0.0829
SEX	1	-0.04803931	0.02233917	-2.150	0.0316
EDUC	1	-0.01771842	0.006155237	-2.879	0.0040
YRSDS	1	-0.02742052	0.01375828	-1.993	0.0463
COLLAR	1	0.06548518	0.02253962	2.905	0.0037
YRSPEDGV	1	-0.005084059	0.01122057	-0.453	0.6505
PAYGRADE	1	0.02089391	0.01748366	1.195	0.2322
APPTTYPE	1	0.02622393	0.02809867	0.933	0.3507
UNDERSUP	1	0.009005104	0.006980637	1.290	0.1971
UNION	1	0.05586191	0.02720492	2.053	0.0401
WIS	1	-0.08527695	0.02728988	-3.125	0.0018
BLK	1	-0.03178729	0.02910459	-1.092	0.2748
JTH	1	-0.05561794	0.04020739	-1.383	0.1667
PM18D	1	0.59877855	0.01338868	44.723	0.0001

Table B.11--continued

DEP VARIABLE: QUALCIR

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	16	565.46952	35.34184492	47.540	0.0001
ERROR	3396	2524.64065	0.74341597		
C TOTAL	3412	3090.11017			
ROOT MSE		0.8622157	R-SQUARE	0.1830	
DEP MEAN		3.210958	ADJ R-SQ	0.1791	
C.V.		26.85229			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	1.30103362	0.14318325	9.086	0.0001
BACTO	1	0.49209057	0.03298395	14.919	0.0001
SUPER	1	0.28517019	0.04173264	6.833	0.0001
AGE	1	-0.03659213	0.01408517	-2.598	0.0094
SEX	1	0.04475312	0.03521294	1.271	0.2038
EDUC	1	0.004673673	0.009702416	0.482	0.6300
YRSDS	1	0.06859646	0.02168699	3.163	0.0016
COLLAR	1	0.15594513	0.03552890	4.389	0.0001
YRBFEDGV	1	0.02877956	0.01768683	1.627	0.1038
PAYGRADE	1	0.13939015	0.02755926	5.058	0.0001
APPTTYPE	1	0.11738166	0.04429155	2.650	0.0081
UNDERSUP	1	0.01111635	0.01100348	1.010	0.3124
UNION	1	0.01826113	0.04288274	0.426	0.6703
WHS	1	-0.02548602	0.04301667	-0.592	0.5536
BLK	1	0.04408059	0.04587717	0.961	0.3367
OTH	1	-0.07416910	0.06337836	-1.170	0.2420
PM18D	1	0.32443874	0.02110440	15.373	0.0001



Table B.11--continued

DEP VARIABLE: V237

ANALYSIS OF VARIANCE					F VALUE	PROB>F
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE			
MODEL	16	1230.66175	76.91635946		77.416	0.0001
ERROR	3424	3401.90901	0.99354819			
C TOTAL	3440	4632.57076				
ROOT MSE		0.9967689	R-SQUARE	0.2657		
DEP MEAN		2.823307	ADJ R-SQ	0.2622		
C.V.		35.30501				

  

PARAMETER ESTIMATES					T FOR H0: PARAMETER=0	PROB >  T
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR			
INTERCEP	1	1.12234537	0.16485269	6.808	0.0001	
BACTO	1	0.04903495	0.03797576	1.291	0.1967	
SUPER	1	0.51218946	0.04804848	10.660	0.0001	
AGE	1	0.004171842	0.01621683	0.257	0.7970	
SEX	1	-0.06924300	0.04054208	-1.708	0.0877	
EDUC	1	-0.01728804	0.01117079	-1.548	0.1218	
YRSDS	1	-0.000661716	0.02496911	-0.027	0.9789	
COLLAR	1	0.13885503	0.04090586	3.395	0.0007	
YRBFEDGV	1	-0.01977688	0.02036356	-0.971	0.3315	
PAYGRADE	1	0.07345829	0.03173009	2.315	0.0207	
APPTTYPE	1	0.02348511	0.05099466	0.461	0.6452	
UNDERSUP	1	0.01423472	0.01266876	1.124	0.2613	
UNION	1	0.05318447	0.04937264	1.077	0.2815	
WHS	1	-0.18979808	0.04952684	-3.832	0.0001	
BLK	1	-0.05042280	0.05282025	-0.955	0.3398	
OTH	1	-0.09695401	0.07297008	-1.329	0.1840	
PM18D	1	0.61667724	0.02429835	25.379	0.0001	

Table B.11--continued

DEP VARIABLE: V235

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	16	396.14743	24.75921431	22.373	0.0001
ERROR	3417	3781.50079	1.10667275		
C TOTAL	3433	4177.64822			

ROOT MSE	1.051985	R-SQUARE	0.0948
DEP MEAN	3.064648	ADJ R-SQ	0.0906
C.V.	34.32646		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	2.46522034	0.17416204	14.155	0.0001
MACTO	1	-0.07923185	0.04012028	-1.975	0.0484
SUPER	1	0.005079777	0.05076181	0.100	0.9203
AGE	1	-0.02815553	0.01713261	-1.643	0.1004
SEX	1	0.09822863	0.04283152	2.293	0.0219
EDUC	1	-0.01955496	0.01180161	-1.657	0.0976
YRSDS	1	0.02639238	0.02637913	1.001	0.3171
COLLAR	1	0.05332026	0.04321585	1.234	0.2174
YRSEDOGV	1	-0.06305306	0.02151351	-2.931	0.0034
PAYGRADE	1	0.01557119	0.03352192	0.465	0.6423
APPTTYPE	1	0.03796832	0.05387436	0.705	0.4810
UNDERSUP	1	0.006643129	0.01338417	0.496	0.6197
UNION	1	-0.11548754	0.05216075	-2.214	0.0269
WIS	1	-0.02445276	0.05232366	-0.467	0.6403
BLK	1	-0.03694624	0.05580305	-0.662	0.5080
OTH	1	-0.12928397	0.07709075	-1.677	0.0936
PM18D	1	0.39900098	0.02567050	15.543	0.0001

## Appendix C

### ATTITUDE RELATIONSHIPS AND STRUCTURES

It is helpful to observe the relationship among attitudes; with such knowledge, given a change in one set of attitudes, we can predict changes in related sets of attitudes. Also, placing changes in attitudes into larger frameworks and ensuring that these frameworks have an acceptable degree of integrity allows us to more easily interpret the changes in attitude that we observe.

Accordingly, we undertook to (1) observe the relationships among the attitudes measured in this study, and (2) identify a larger framework for them. In this appendix, we discuss the methodology used to establish correlations among the attitude scales and the larger analytical framework into which these scales could be placed. We examined the baseline scale relationships observed at Sacramento and compared them with those at the other sites to verify their overall consistency. We then made comparisons between the sites at year one to view the changes, if any, in these relationships and the structures they make up. In addition, we examined some items (variables) newly added to the questionnaire to verify that they fall within the broader attitude dimensions they were intended to measure.

#### BACKGROUND

As described earlier, we measured attitudes both at baseline and the first year follow-up using scales (groups of questionnaire items). These sets of attitudes represented by the scales are themselves part of a larger attitudinal structure. Thus, in the same way that variables can be grouped into scales to gauge attitude areas more reliably, scales can be grouped according to the larger attitude dimensions they measure. These larger dimensions are termed attitude *factors*.

If we can identify the scale composition of these larger attitudinal factors, we will have a way of analyzing attitude changes within a broader perspective, i.e., one that will allow us to observe

basic trends rather than trying to sort out the meaning of a number of changes in individual measures (in this case, the scales). It is easier to examine and make sense of changes in four or five basic attitude concepts than it is with 30.

Thus the problem is:

- to identify these larger, or underlying, factors;
- to verify that these factor structures (the way employees viewed their work environments) were the same at Sacramento and the other sites (i.e., were consistent) at baseline; and
- to observe the changes (if any) in the composition of these factor structures over time in order to validate their continuing applicability as underlying attitude constructs.

These problems translate directly into the processes listed below.

1. Performing a preliminary analysis by examining the predictive relationship among the scales, i.e., seeing the extent to which the presence of one set of attitudes (a scale) would predict the presence of another set (another scale).
2. Identifying the appropriate scale groupings that would constitute a factor, i.e., determine its structure.
3. Observing the consistency of these factor structures across sites and over time.

We discuss the processes and results of these steps below.

### **Identifying Relationships Among Scales**

To identify the most closely related scales, we performed a preliminary examination of their predictive relationships, i.e., the extent to which the presence of one set of attitudes (on a given scale) would predict the presence of another set of attitudes (on another scale) and then checked to see if these relationships were stable across sites and over time.

To observe these relationships, forward stepwise ordinary least squares (OLS) regressions were conducted on Sacramento data and comparison-site data for both baseline and follow-up. The baseline relationships were analyzed first to determine if the predictive relationships (associations) among the scales were similar across sites, thus helping to verify their consistency and applicability. Next, we wanted to observe whether these relationships were maintained during the first year of the demonstration, and therefore performed the same regression analysis at follow-up. The results of these regressions are shown in Table C.1. The left-hand side of Table C.1 shows the cumulative and total  $R^2$  at baseline<sup>1</sup> for the analyzed scales at Sacramento and the other sites; the right-hand side of Table C.1 shows this information for Sacramento and the other sites at year one. Because the first two or three predictor scales that are observed to be associated with the outcome scale during the regression analyses tend to account for most of the prediction, for simplicity only those scales contributing at least .05 to the total  $R^2$  are shown. The total  $R^2$  is based on the inclusion of all predictor variables significant at the  $p < .05$  level.

For example, consider the baseline results for Sacramento. For the first scale in Table C.1, OPM02, we see that the most predictive scale is OPM15, which yields an  $R^2$  of .32. If we add the effect of OPM06, the  $R^2$  increases to .43. The total  $R^2$ --based on including all scales with regression coefficients significant at the  $p < .05$  level--is only slightly higher, at .49. Thus the attitudes measured by OPM02, Satisfaction with Control Over Work, are most strongly related with the attitudes assessed by OPM15, Organizational Climate, and OPM06, Satisfaction with General Supervision/Direction.

An examination of the regression results shown in Table C.1 indicates that the baseline predictive scales at the comparison sites were extremely similar to those at baseline at Sacramento. In approximately four of every five cases, the scales that predicted a

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<sup>1</sup>Measures of the degree to which the answers on the various scales affected each other.

Table C.1

RELATIONSHIPS AMONG ATTITUDE SCALES AT BASELINE AND YEAR ONE FOLLOW-UP  
(Scales contributing at least .05 (partial R<sup>2</sup>) to total R<sup>2</sup>)

Scale being Predicted	BASELINE			YEAR ONE FOLLOW-UP		
	Sacramento Predictor(s) (Cumul. R <sup>2</sup> )	Total R <sup>2</sup>	Other ALCs Predictor(s) (Cumul. R <sup>2</sup> )	Total R <sup>2</sup>	Sacramento Predictor(s) (Cumul. R <sup>2</sup> )	Other ALCs Predictor(s) (Cumul. R <sup>2</sup> )
OPM02	OPM15 (.32) OPM06 (.43)	.49	OPM15 (.35) OPM06 (.44)	.50	OPM06 (.37) OPM15 (.47)	OPM15 (.36) OPM06 (.44)
OPM03B	ORGINVOL (.26) OPM18D (.38)	.42	OPM18D (.28) ORGINVOL (.39)	.45	ORGINVOL (.35) OPM07 (.44)	OPM18D (.29) ORGINVOL (.38)
OPM04	OPM19 (.37)	.38	OPM19 (.26)	.28	OPM19 (.33)	OPM19 (.25)
OPM05B	OPM10 (.15)	.21	OPM10 (.17)	.21	OPM10 (.16)	OPM10 (.19)
OPM06	OPM14 (.35) OPM02 (.43)	.51	OPM14 (.37) OPM02 (.47)	.56	OPM14 (.41) OPM02 (.50)	OPM14 (.36) OPM31B (.45)
OPM07	OPM14 (.36) OPM06 (.41)	.46	OPM14 (.43) OPM11 (.50)	.56	OPM14 (.43) SUPVNUNT (.50)	OPM14 (.42) OPM11 (.49)
OPM08	OPM12 (.34)	.42	OPM12 (.35)	.42	OPM12 (.32)	OPM12 (.33)
OPM10	OPM05B (.15) ORGINVOL (.26)	.29	ORGINVOL (.17) OPM05B (.30)	.33	OPM05B (.16) ORGINVOL (.26)	OPM05B (.19) ORGINVOL (.32)
OPM11	OPM12 (.37) OPM31B (.47)	.52	OPM12 (.43) OPM31B (.51)	.57	OPM12 (.42) OPM31B (.50)	OPM12 (.40) ORGINVOL (.47)
OPM12	OPM11 (.37) OPM07 (.43)	.48	OPM11 (.43) OPM07 (.49)	.54	OPM11 (.42)	OPM11 (.40) OPM07 (.48)
OPM14	SUPVNUNT (.37) OPM07 (.47)	.54	OPM07 (.43) OPM21B (.52)	.57	SUPVNUNT (.45) OPM07 (.54)	OPM07 (.42) SUPVNUNT (.52)

Table C.1 -- continued

Scale being Predicted	BASELINE			YEAR ONE FOLLOW-UP		
	Sacramento Predictor(s) (Cumul. R <sup>2</sup> )	Total R <sup>2</sup>	Other ALCs Predictor(s) (Cumul. R <sup>2</sup> )	Total R <sup>2</sup>	Sacramento Predictor(s) (Cumul. R <sup>2</sup> )	Other ALCs Predictor(s) (Cumul. R <sup>2</sup> )
OPM15	OPM02 (.37) OPM18D (.43)	.51	OPM18D (.39) OPM02 (.50)	.58	OPM02 (.34) OPM18D (.46)	OPM18D (.40) OPM02 (.51)
OPM17	OPM18D (.26)	.35	OPM18D (.40)	.44	OPM18D (.44)	OPM18D (.42)
OPM18D	OPM23 (.68) OPM17 (.74)	.79	OPM23 (.71) OPM17 (.77)	.82	OPM23 (.70) OPM17 (.77)	OPM23 (.75) OPM17 (.80)
OPM19	OPM04 (.37) OPM12 (.43)	.47	OPM04 (.26) OPM18D (.37)	.43	OPM04 (.33) OPM12 (.41)	OPM04 (.25) OPM18D (.35)
OPM21B	OPM18D (.29) OPM15 (.37)	.45	OPM14 (.35) OPM18D (.42)	.49	OPM15 (.33) UNIONSAT (.40) OPM06 (.46)	OPM15 (.32) OPM18D (.39)
OPM23	OPM18D (.68)	.70	OPM18D (.71)	.72	OPM18D (.70)	OPM18D (.75)
OPM31B	OPM11 (.30) OPM18D (.39)	.46	OPM11 (.32) OPM06 (.42)	.50	OPM06 (.35) OPM11 (.44)	SUPVNUNT (.33) OPM18D (.42)
PAYDETRM	OPM18D (.12)	.21	OPM18D (.20) OPM10 (.26)	.30	OPM18D (.13) OPM10 (.19)	OPM18D (.17) OPM10 (.23)
UNIONSAT	OPM15 (.18)	.27	OPM18D (.14)	.21	OPM21B (.28) OPM18D (.36)	OPM18D (.13)
ORGINVOL	OPM03B (.26) OPM10 (.34)	.42	OPM11 (.25) OPM10 (.35) OPM03B (.40)	.42	OPM03B (.35) OPM10 (.41)	OPM11 (.24) OPM10 (.34) OPM03B (.39)
SUPVNUNT	OPM06 (.71)	.74	OPM06 (.74)	.77	OPM06 (.74)	OPM06 (.77)

given scale at Sacramento were the same as those at the other ALCs.<sup>2</sup> Further, we can observe that these predictive relationships remained essentially stable at both Sacramento and the other sites during the first year of PACER SHARE.

### Identifying Factor Structures

To examine the existence of broader underlying attitude dimensions that would facilitate the interpretation of attitude patterns and changes, we conducted a principal factor analysis (with orthogonal rotation) to group the attitude scales by the patterns of their responses. In essence, this type of analysis groups scales that were answered similarly by individual survey respondents and distinguishes them from scales whose responses were independent of these answers. Thus, the resulting scales that are shown to be the most closely affiliated with each other--the factors--are the sets of attitudes that affect and are affected by each other to the greatest extent. The scales that are highly correlated with each other compose a larger attitude factor. We can then identify and name this *underlying attitude factor* according to the type of scales that compose it.

We began by analyzing the factor structure at Sacramento at baseline. The criterion for placing a particular scale on a factor was a factor-loading coefficient of  $|.5|$  or higher. We did not assign scales to more than one factor: scales that had comparable loadings on several factors (and thus had no distinguishing loading on any one factor) were not assigned to any single factor.

Our analysis revealed five basic attitude factors:

- Satisfaction with Supervision and Co-worker Interactions;
- Overall Work Satisfaction;

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<sup>2</sup>This figure (4/5) was derived by counting each instance of a match or mismatch for the variables listed for both Sacramento and the other ALCs.



- General Pay Satisfaction;
- Reward System Satisfaction; and
- Reward Importance.

These factors, and their associated scales, are shown in Table C.2.

### Observation and Comparison of Changes in Factor Structures

To verify the consistency of the factor structures between sites, it was necessary to compare the scale groupings within factors between Sacramento and the other sites to see if the scales were grouped in the same ways. To observe whether there were any changes in these structures over time, we compared the factor structures at baseline and follow-up for Sacramento and the comparison sites.

Cronbach's alpha coefficient was computed on each of the five attitude factors to assess the degree of correlation among the scales defining the factor. These computations were performed for Sacramento and the other ALCs at baseline and follow-up. The alpha coefficients are shown in bold in Table C.2. The factor loadings of each scale--which can be thought of as the degree to which the scale correlated with that factor--are listed below the overall factor alpha coefficients.

The groupings shown in Table C.2 enable us to assess (1) whether the structures of the factors differed between Sacramento and the other ALCs and (2) whether these groupings changed over the first year of PACER SHARE. An examination of Table C.2 reveals that:

The scale groupings were almost identical at baseline for Sacramento and the comparison sites, indicating that the underlying attitude structures (the factors) were similar and hence highly comparable throughout the system. These structures did not change much during the first year,<sup>3</sup> indicating that the overall framework for discussing the attitude changes within that structure was still intact; and

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<sup>3</sup>Although the factor loadings changed somewhat, we note that these changes are minor and do not represent major shifts in attitude structure (as would be signaled by the addition or deletion of scales on a factor).

Table C.2

FACTORS UNDERLYING ATTITUDE SCALE RESPONSES:  
 FACTOR LOADINGS AND ALPHA COEFFICIENTS<sup>a</sup>  
 (Sacramento vs. Other ALCs, Baseline and Year One)

Attitude Scale Factors	Baseline		Year One	
	Sacto	Other	Sacto	Other
<b>SATISFACTION WITH SUPERVISION AND CO-WORKER INTERACTIONS</b>	<b>.84</b>	<b>.86</b>	<b>.87</b>	<b>.85</b>
OPM06 General Supervision/Direction	.86	.86	.87	.86
OPM07 Group Functioning	.54	.61	.64	[.48]
OPM14 Open Group Processing	.58	.67	.69	.57
SUPNVUNT Satisfaction with Supervision/Work Unit	.85	.84	.86	.84
<b>OVERALL WORK SATISFACTION</b>	<b>.77</b>	<b>.78</b>	<b>.77</b>	<b>.77</b>
OPM08 Intent to Turnover	-.56	-.52	[-.35]	-.53
OPM11 Intrinsic Work Satisfaction	.57	.67	.58	.66
OPM12 Job Satisfaction	.61	.66	.50	.66
<b>GENERAL PAY SATISFACTION</b>	<b>.74</b>	<b>.66</b>	<b>.71</b>	<b>.65</b>
OPM04 External Equity	.74	.70	.67	.68
OPM19 Pay Satisfaction	.71	.60	.66	.58
<b>REWARD SYSTEM SATISFACTION</b>	<b>.76</b>	<b>.81</b>	<b>.82</b>	<b>.83</b>
OPM15 Organizational Climate	.51	[.37]	[.47]	[.44]
OPM17 Pay as a Motivator	.50	.63	.66	.61
OPM18D Pay-Performance Link/Performance Rewards	.79	.79	.82	.81
OPM23 Satisfaction with Promotions	.74	.77	.79	.78
<b>REWARD IMPORTANCE</b>	<b>.52</b>	<b>.53</b>	<b>.55</b>	<b>.59</b>
OPM05B Extrinsic Reward Importance	.52	.59	.58	.61
OPM10 Intrinsic Reward Importance	.61	.68	.60	.68

<sup>a</sup> Values in bold are Cronbach's alpha for each group on each individual factor. See Table C.3 for scales that were not used on any of the above factors. Values in brackets [ ] are loadings below the .51 level.

With the exception of reward importance--a factor produced partially by similar wording of the component questions--the factors exhibit generally high alpha coefficients (i.e., strong interrelationships among the constituent variables) and do not change much between baseline and follow-up. The interrelationships among the attitudes embodied by each factor remained strong and stable in their composition.

Thus, the attitude patterns at the various sites had a common underlying structure (factors) both at baseline and the year one follow-up, and we are therefore able to use these factors as common reference points to help us interpret the changes in ratings for scales and variables that we observe.

#### MISCELLANEOUS WORK ENVIRONMENT PERCEPTIONS

As mentioned earlier, some scales were not assigned to the factors listed above because they did not have a loading factor of at least  $|.5|$  on any single factor at Sacramento at baseline. Their loadings are presented in Table C.3 to illustrate how their influences were spread among the various factors. For example, scale OPM02, Control Over Work, is spread mainly between three factors: Satisfaction with Supervision and Co-worker Interactions, where the scale loading at baseline at Sacramento is .48; Reward System Satisfaction, where it is .37; and Overall Work Satisfaction, where it is also .37. Again, we see only minor changes in these scale loadings according to time (baseline vs. follow-up) and place (Sacramento vs. other sites).

#### OVERVIEW OF BROAD CHANGES IN SCALE FACTORS

Table C.4 provides an overview of results of regression analyses performed for the factors, which correspond to those shown in Table C.7 for the scales and individual questionnaire items. Column one indicates the Sacramento baseline mean rating for the factor. Column two shows the baseline Sacramento regression coefficient for the factor, i.e., the estimated difference between the Sacramento score for that factor and

Table C.3

ADDITIONAL ATTITUDE SCALE LOADINGS: SCALES NOT ASSIGNED TO ANY FACTOR<sup>a</sup>

Attitude Factors	Baseline		Year One	
	Sacto	Other	Sacto	Other
SATISFACTION WITH SUPERVISION AND CO-WORKER INTERACTIONS				
OPM02 Control Over Work	.48	.57 <sup>a</sup>	.58 <sup>a</sup>	.48
OPM03B Expectancy	.28	.36	.34	.29
OPM21B Reconsideration/Redress	.37	.55 <sup>a</sup>	.45	.43
OPM31B Training Opportunities	.44	.49	.53 <sup>a</sup>	.44
PAYDETRM Pay Determinants	.16	.17	.13	.13
UNIONSAT Union Satisfaction	.12	.26	.27	.14
ORGINVOL Organizational Involvement	.08	.23	.20	.11
OVERALL WORK SATISFACTION				
OPM02 Control Over Work	.37	.35	.35	.42
OPM03B Expectancy	.35	.36	.50 <sup>a</sup>	.43
OPM21B Reconsideration/Redress	.32	.31	.40	.33
OPM31B Training Opportunities	.35	.37	.29	.41
PAYDETRM Pay Determinants	.07	.16	.11	.16
UNIONSAT Union Satisfaction	.34	.09	.37	.17
ORGINVOL Organizational Involvement	.44	.44	.61 <sup>a</sup>	.46
GENERAL PAY SATISFACTION				
OPM02 Control Over Work	-.01	.14	.11	.11
OPM03B Expectancy	.02	.10	.05	-.00
OPM21B Reconsideration/Redress	.11	.16	.10	.08
OPM31B Training Opportunities	.19	.15	.25	.20
PAYDETRM Pay Determinants	.12	.11	.10	.15
UNIONSAT Union Satisfaction	.01	.28	.16	.17
ORGINVOL Organizational Involvement	.04	.02	.06	-.03

Table C.3--continued

Attitude Factors	Baseline		Year One	
	Sacto	Other	Sacto	Other
REWARD SYSTEM SATISFACTION				
OPM02 Control Over Work	.37	.19	.25	.29
OPM03B Expectancy	.37	.36	.32	.42
OPM21B Reconsideration/Redress	.47	.29	.39	.40
OPM31B Training Opportunities	.32	.31	.28	.36
PAYDETRM Pay Determinants	.24	.39	.30	.34
UNIONSAT Union Satisfaction	.43	.27	.44	.35
ORGINVOL Organizational Involvement	.21	.15	.19	.23
REWARD IMPORTANCE				
OPM02 Control Over Work	.02	.12	.02	.08
OPM03B Expectancy	.35	.27	.21	.20
OPM21B Reconsideration/Redress	-.05	.05	-.05	.04
OPM31B Training Opportunities	-.03	.08	-.03	.05
PAYDETRM Pay Determinants	.39	.37	.40	.37
UNIONSAT Union Satisfaction	-.09	-.05	-.16	-.04
ORGINVOL Organizational Involvement	.49	.44	.32	.42

a Loading reached the 1.51 level.

the average score across the other ALCs, correcting for demographic/survey sample differences. Column three shows the amount of change in the average score at the other ALCs at follow-up. Column four indicates the *difference* between the amount of change in Sacramento follow-up scores as compared to the average amount of change at the other sites. Column five presents this difference when responses to OPM18D (the scale measuring perceptions of the link between pay and performance) are controlled for.

For example, an examination of the first of the five basic attitude factors, Satisfaction with Supervision and Co-worker Interactions, shows that the baseline mean scores for the scales within this factor at Sacramento averaged 2.84, which was .22 below the mean scores at the other ALCs after correcting for population differences. Column three shows there was no change in the mean score at the comparison sites after the first year. The first-year change at Sacramento was only +.03 higher--as seen in column four--not a significant difference. However, when we correct for the effects of perceptions of the pay-performance link (scale OPM18D), we observe a significant change in the last column: Sacramento attitudes toward supervision and co-worker interactions now show a significant improvement relative to the other ALCs (+.13) for this factor during the first year of PACER SHARE. As seen in Sec. II, at the scalar level, this indicates that Sacramento respondents' perceptions of the link between pay and performance had a significant depressing effect on their perceptions assessed on the supervision and group interaction satisfaction factor, and that when we make allowances for this effect, the perceptions assessed by this factor improved at Sacramento significantly during the first year of PACER SHARE relative to the comparison sites.

Overall, we observe from Table C.4 that (1) attitudes toward pay and the reward system were the least favorable; (2) attitudes at Sacramento at baseline were generally more negative than at the other ALCs; (3) during year one, attitudes did not change much across the system; (4) this also was true for Sacramento attitudes that were not financially oriented, whereas financially oriented attitudes worsened

Table C.4

REGRESSION RESULTS FOR ATTITUDE SCALE FACTORS:  
BASELINE AND YEAR ONE FOLLOW-UP DATA

Factor	Regression Coefficient				
	Sacramento Baseline Mean Rating	Sacramento Baseline Difference from Other ALCs	Year One Change At Other ALCs	Difference in Year One Change at Sacramento	Difference in Year One Change at Sacramento with OPM18D Responses Controlled
Satisfaction with Supervision and Co-worker Interactions	2.84	-.22 <sup>a</sup>	+ .00	+ .03	+ .13 <sup>a</sup>
Overall Work Satisfaction	3.12	-.29 <sup>a</sup>	-.00	-.04	+ .06
General Pay Satisfaction	2.59	-.27 <sup>a</sup>	+ .05	-.16 <sup>a</sup>	-.08 <sup>a</sup>
Reward System Satisfaction	2.29	-.14 <sup>a</sup>	+ .01	-.18 <sup>a</sup>	--
Reward Importance	4.13	-.09 <sup>a</sup>	-.05 <sup>a</sup>	-.01	-.01

<sup>a</sup> Coefficients are significant at the  $p < .05$  level.

significantly; and (5) when we adjust for the effect of perceptions of the pay-performance link, we find that attitudes toward supervision and co-worker interactions improved significantly relative to the other ALCs, and there was also a significant swing in overall work satisfaction.

## ANALYZING PREDICTIVE RELATIONSHIPS AMONG FACTORS

In addition to defining basic underlying attitude dimensions (factors), we would like to understand the extent to which the attitudes found within each factor correlate with the attitudes found in the other factors. This would enable us to see linkages between attitudes more clearly. To view the relationships among the factors, we performed regressions upon the factor scores. In Table C.5, the numbers listed in bold show the total  $R^2$ , the amount of variance in a given factor that is accounted for by the other factors. For example, we see that 53 percent of the variance in the factor labeled Satisfaction with Supervision and Co-worker Interactions can be explained by responses on the other factors.

The regression coefficients for each of the predictor factors are listed below the  $R^2$  amounts and indicate the relative degree of effect that responses on these factors have on the outcome factor. For example, we see that in the prediction of Satisfaction with Supervision and Co-worker Interactions, the factors of Reward System Satisfaction and Overall Work Satisfaction are the two most influential. We also observe that attitudes concerning General Pay Satisfaction and Reward Importance have far less influence. Note that the above relationships are *not necessarily causal*: It may be that Supervision Satisfaction drives Work Satisfaction, rather than vice-versa. Note also the importance of attitudes toward advancement in shaping attitudes toward supervisors and co-workers, consistent with the earlier discussion in Sec. III of the report.

In predicting the factor of General Pay Satisfaction, the factors of Reward System Satisfaction (beta = .38) and, interestingly, Overall Work Satisfaction (beta = .31) exhibit the two highest scores. The



Table C.5

RELATIONSHIPS AMONG ATTITUDE SCALE FACTORS

Factor	Total R <sup>2</sup> Regression Coefficients
SATISFACTION WITH SUPERVISION AND CO-WORKER INTERACTIONS	.53
Overall Work Satisfaction	+.33 <sup>a</sup>
General Pay Satisfaction	-.04 <sup>a</sup>
Reward System Satisfaction	+.49 <sup>a</sup>
Reward Importance	+.01
OVERALL WORK SATISFACTION	.47
Satisfaction with Supervision and Co-Worker Interactions	+.48 <sup>a</sup>
General Pay Satisfaction	+.19 <sup>a</sup>
Reward System Satisfaction	+.26 <sup>a</sup>
Reward Importance	+.10 <sup>a</sup>
GENERAL PAY SATISFACTION	.23
Satisfaction with Supervision and Co-Worker Interactions	-.10 <sup>a</sup>
Overall Work Satisfaction	+.31 <sup>a</sup>
Reward System Satisfaction	+.38 <sup>a</sup>
Reward Importance	-.18 <sup>a</sup>
REWARD SYSTEM SATISFACTION	.51
Satisfaction with Supervision and Co-Worker Interactions	+.46 <sup>a</sup>
Overall Work Satisfaction	+.17 <sup>a</sup>
General Pay Satisfaction	+.15 <sup>a</sup>
Reward Importance	-.00
REWARD IMPORTANCE	.03
Satisfaction with Supervision and Co-Worker Interactions	+.01
Overall Work Satisfaction	+.10 <sup>a</sup>
General Pay Satisfaction	-.11 <sup>a</sup>
Reward System Satisfaction	-.00

<sup>a</sup> Coefficients are significant at the  $p < .05$  level.

observed affiliation between Work Satisfaction and Pay Satisfaction is not something we would expect, but is indicative of the way in which economic issues seem to have affected a variety of attitudes in Sacramento. This finding reflects the observations we made concerning Table 17 of R-3943-FMP, which outlined the effects that perceptions about the link between pay and performance (as found in scale OPM18D) had on seemingly nonrelated attitudes.

The factor dealing with Reward Importance has a low  $R^2$  of .03, indicating that its scale responses are relatively unrelated to the responses on its companion factors. This is primarily because the scales affiliated with Reward Importance measure a different type of response than the scales of the other factors: Reward Importance attitudes are measures of *internal values* (the importance of job security, rewards, etc.) while the other factors reflect measures of *external perceptions*.

#### FACTOR STRUCTURE OF NEW ITEMS

Sixteen new items were added to the Sacramento questionnaire after the baseline survey (see Sec. II). The purpose of these new items was to measure additional attitudes concerning changes made as part of PACER SHARE. The items concerned:

- attitudes toward team building;
- attitudes toward information use and feedback in the workplace;  
and
- attitudes toward quality circles.

Our analyses of these new variables investigated whether they would group into the three areas they were intended to assess. This was verified by conducting a principal factor analysis on the new variables (questionnaire items) to determine their factor structure. They were grouped onto a factor if they had a factor-loading coefficient of  $|.5|$  or higher on that factor and had no other similar loadings. After the variables for each factor were identified, Cronbach's alpha coefficient

was computed for each of the factors to assess the total correlation of all of its variables. Table C.6 indicates the resulting factors, their constituent variables, and factor loadings. The degree of overall correlation of the variables on each factor, measured by Cronbach's alpha, is shown in bold.

There are high alpha coefficients for Team Building, .85, and for Information Use/Feedback, .81. The Quality Circle alpha coefficient was lower, .52, because there were only two items in the factor, and they were slightly different in wording: opportunities to *participate* in a quality circle are not the same as being allowed to share one's ideas about work processes. However, the two items did correlate well enough to be extracted as a factor. Thus, the factor analysis supports the structure intended by Sacramento in adding these questions.

Note that one item, V237, did not load cleanly on any of these factors, but rather was split between two factors. Another item, V235, did not correlate highly to any of the three factors. Accordingly, these two variables were treated as independent.

#### ALC DIFFERENCES IN NEW FACTOR SCORES

Using follow-up data, regression analyses were run on two of the new question factors and the two "independent" items to determine if the responses to these areas differed significantly between Sacramento and the comparison sites,<sup>4</sup> and also if they were affected by the negative Sacramento perceptions about pay and performance. These regressions are shown in Table C.7. Sacramento respondents tended to be dissatisfied with information use/feedback and sharing of organizational performance data. In contrast, they expressed satisfaction with quality circles. Sacramento respondents expressed significantly less satisfaction than those at the other ALCs except concerning quality circles, where they expressed greater satisfaction. After controlling for perceptions of the pay-performance link, attitudes were generally comparable to those

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<sup>4</sup>Because the "team-building" factor items were tested only at Sacramento and not at the other ALCs, site comparisons on this particular factor were not possible.

Table C.6

FACTORS UNDERLYING RESPONSES TO NEW VARIABLES:  
FACTOR LOADINGS AND ALPHA COEFFICIENTS<sup>a</sup>

Factor	Variable Item	Alpha Loadings
<b>TEAM BUILDING</b>		<b>.85</b>
V233	Team building stressed in day-to-day operations.	.67
V234	Team building/communications training has improved working relationship with supervisor.	.73
V236	Division has supported team building effort.	.58
V238	Team building/communications training has improved working relationship with peers.	.71
V240	Team building/communications training has helped communication between divisions/sections.	.65
<b>INFORMATION USE/FEEDBACK</b>		<b>.81</b>
V228	If I need help with a decision, I receive help.	.56
V229	Decisions result in overall mission support of DS.	.53
V230	DS management allows use of knowledge gained after attending classes.	.61
V239	I have opportunity to regularly share ideas on mission related issues.	.59
V241	I believe management wants to hear my ideas on supervisory issues.	.60
V242	When hiring, I believe management is selecting participative type employees.	.49
V243	Enough staffing flexibility to support supervisory job assignments, creation of supervisory positions.	.50
<b>QUALITY CIRCLES</b>		<b>.52</b>
V231	I have opportunity to participate in a quality circle, process action team, or task force.	.68
V232	Quality circles (etc.) allow me to share my ideas and help improve work processes.	.56
Other Items:		
V237	My supervisor shares organizational performance data with me. Item V237 is split between two factors. (Loading on TEAM BUILDING = .46) (Loading on INFORMATION USE/FEEDBACK = .50)	
V235	Employees who practice participative type management, behaviors are ones who are promoted. Item V235 does not logically fit into any of the above factors. (Highest loading on INFORMATION USE/FEEDBACK = .32)	

<sup>a</sup> Values in bold are Cronbach's alpha for each factor.

at the other ALCs, except concerning quality circles, where Sacramento respondents expressed significantly greater satisfaction.

Tables C.8 through C.10 provide supplemental information for the attitude factors. Table C.8 provides OLS regression results corresponding to those shown for the attitude scales in App. B. Table C.9 repeats these analyses, controlling for responses to scale OPM18D, concerning the perceived link between pay and performance. Finally, Table C.10 shows the results of regressing each of the five factors on the four others.

Table C.7

REGRESSION RESULTS FOR NEW VARIABLE ATTITUDE SCALE FACTORS:  
YEAR ONE FOLLOW-UP DATA

Factor	Variable Item	Sacramento Year One Mean Rating	Regression Coefficient	
			Sacramento Year One Difference From Other ALCs	Sacramento Year One Difference With OPM18D Controlled
INFORMATION USE/FEEDBACK		2.73	-.25 <sup>a</sup>	-.04
QUALITY CIRCLES		3.37	+.37 <sup>a</sup>	+.49 <sup>a</sup>
Other items:				
V235	Employees who practice participative type management, behaviors are ones who are promoted.	2.89	-.22 <sup>a</sup>	-.08 <sup>a</sup>
V237	My supervisor shares organizational performance data with me.	2.61	-.18 <sup>a</sup>	+.05

NOTE: Factor TEAM is not included because "team building" questions were asked at SM-ALC only.

<sup>a</sup> Coefficients are significant at the  $p < .05$  level.

Table C.8

REGRESSION RESULTS FOR ATTITUDE FACTORS WITHOUT OPM18D

DEP VARIABLE: SUPSAT

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	17	537.86714	31.63924349	60.555	0.0001
ERROR	6586	3461.09541	0.52248640		
C TOTAL	6603	3978.96255			
ROOT MSE		0.7228322	R-SQUARE	0.1352	
DEP MEAN		3.052455	ADJ R-SQ	0.1329	
C.V.		23.68036			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  t
INTERCEP	1	3.03953570	0.08145915	37.314	0.0001
FOLUP1	1	0.003387982	0.02301997	0.147	0.8830
SLACTO	1	-0.22376570	0.02640125	-8.476	0.0001
FOLPRACT	1	0.03373782	0.03646546	0.925	0.3549
SUPER	1	0.44003367	0.02482151	17.728	0.0001
AGE	1	0.03426179	0.008574008	3.996	0.0001
SEX	1	-0.04619998	0.02143175	-2.156	0.0311
EDUC	1	-0.03718075	0.005920705	-6.280	0.0001
YRS03	1	-0.05717476	0.01252249	-4.566	0.0001
COLLAR	1	0.14286191	0.02145887	6.657	0.0001
YRSFEDGV	1	-0.008373738	0.01072504	-0.781	0.4350
PAYGRADE	1	0.07957278	0.01680769	4.734	0.0001
APPTTYPE	1	-0.07631628	0.02568777	-2.971	0.0030
UNDESUP	1	0.00124520	0.006395107	0.195	0.8456
UNION	1	0.10749446	0.02593479	4.145	0.0001
WHS	1	0.05878076	0.02598067	2.262	0.0237
BLK	1	-0.04865644	0.02717227	-1.791	0.0734
OTH	1	-0.07008966	0.04020919	-1.743	0.0814

DEP VARIABLE: WORKSAT

Table C.8--continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	17	923.91105	54.34770910	82.613	0.0001
ERROR	6768	4452.38041	0.65785763		
C TOTAL	6785	5376.29147			
ROOT MSE		0.8110842	R-SQUARE	0.1718	
DEP MEAN		3.35809	ADJ R-SQ	0.1698	
C.V.		24.15314			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	2.91629033	0.09017041	32.342	0.0001
FOLUP1	1	-0.003449243	0.02548174	-0.135	0.8923
MACTO	1	-0.28507373	0.02922461	-9.755	0.0001
FOLPRACT	1	-0.03555557	0.04036509	-0.881	0.3784
SUPER	1	0.30789971	0.02747592	11.206	0.0001
AGE	1	0.11760040	0.009490914	12.391	0.0001
SEX	1	-0.03432259	0.02372366	-1.447	0.1480
EDUC	1	-0.05326859	0.006553866	-8.128	0.0001
YRSDS	1	-0.02409112	0.01386164	-1.738	0.0823
COLLAR	1	-0.01868007	0.02375368	-0.786	0.4317
YRSPEDGV	1	-0.01487595	0.01187198	-1.253	0.2102
PAYGRADE	1	0.22605741	0.01860511	12.150	0.0001
APPTTYPE	1	-0.07945103	0.02843482	-2.794	0.0052
UNDERSUP	1	-0.003389140	0.007079001	-0.479	0.6321
UNION	1	0.12505892	0.02870826	4.356	0.0001
WHS	1	0.13303790	0.02875905	4.626	0.0001
BLK	1	-0.11391437	0.03007808	-3.787	0.0002
OTH	1	-0.16827964	0.04450917	-3.781	0.0002



DEP VARIABLE: PAYSAT

Table C.8--continued

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	17	719.75808	42.33871056		
ERROR	6776	5164.43464	0.76218568	55.551	0.0001
C TOTAL	6793	5884.19272			
ROOT MSE		0.873021	R-SQUARE	0.1223	
DEP MEAN		2.775721	ADJ R-SQ	0.1201	
C.V.		31.45204			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	2.31027264	0.09699892	23.818	0.0001
BOLUP1	1	0.05200378	0.02741144	1.897	0.0578
BACTO	1	-0.27470163	0.03143776	-8.738	0.0001
BOLPMACT	1	-0.15984460	0.04342190	-3.681	0.0002
SUPER	1	0.11183820	0.02955665	3.784	0.0002
AGE	1	0.07804048	0.01020965	7.644	0.0001
SEX	1	0.14068584	0.02552023	5.513	0.0001
EDUC	1	-0.03941129	0.007050184	-5.590	0.0001
YRSDS	1	-0.00612988	0.01491137	-0.411	0.6810
COLLAR	1	-0.33223581	0.02555253	-13.002	0.0001
YRSTEDGV	1	-0.02019472	0.01277103	-1.581	0.1139
PAYGRADE	1	0.43095140	0.02001405	11.539	0.0001
APPTTYPE	1	-0.05903099	0.03058816	-1.930	0.0537
UNDEMRUP	1	-0.04312137	0.007615086	-5.663	0.0001
UNION	1	0.17791861	0.03088231	5.761	0.0001
WHS	1	0.03616171	0.03093695	1.169	0.2425
BLK	1	-0.15843157	0.03235586	-4.897	0.0001
OTH	1	-0.07536483	0.04787980	-1.574	0.1155

Table C.8--continued

DEP VARIABLE: REWARD

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	17	604.01880	35.57757671	77.375	0.0001
ERROR	6560	3016.34495	0.45980868		
C TOTAL	6577	3621.16375			
ROOT MSE		0.6780919	R-SQUARE	0.1670	
DEP MEAN		2.414167	ADJ R-SQ	0.1649	
C.V.		20.08803			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	2.51984928	0.07656806	32.910	0.0001
POLLEN	1	0.009401630	0.02163778	0.438	0.6613
SACTO	1	-0.14312658	0.02481603	-5.767	0.0001
POLPRAC	1	-0.17799010	0.03427596	-5.193	0.0001
SUPER	1	0.39522416	0.02333114	16.940	0.0001
AGE	1	0.03188364	0.008059195	3.956	0.0001
SEX	1	-0.01035423	0.02014491	-0.514	0.6073
EDUC	1	-0.04464461	0.005565206	-8.022	0.0001
YRSDS	1	-0.09019793	0.01177059	-7.663	0.0001
COLLAR	1	0.13594563	0.02017041	6.740	0.0001
YRFFEDGV	1	-0.007363771	0.01008107	-0.730	0.4651
PAYGRADE	1	0.10207313	0.01579850	6.461	0.0001
APPTTYPE	1	-0.12645466	0.02414539	-5.237	0.0001
UNDERSUP	1	-0.004201084	0.00601123	-0.699	0.4846
UNION	1	0.09417152	0.02437758	3.863	0.0001
WHIS	1	0.22600083	0.02442071	9.254	0.0001
BLK	1	-0.005679179	0.02554075	-0.222	0.8240
OTH	1	-0.009326128	0.03779489	-0.247	0.8051

Table C.8--continued

DEP VARIABLE: REWINDET

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	17	112.47600	6.61223541	16.270	0.0001
ERROR	6888	2801.02300	0.40665258		
C TOTAL	6905	2913.49901			
ROOT MSE		0.6376932	R-SQUARE	0.0386	
DEP MEAN		4.158389	ADJ R-SQ	0.0362	
C.V.		15.3351			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	4.02915515	0.07027534	57.334	0.0001
EDUC1	1	-0.04682725	0.01985948	-2.358	0.0184
EDUC2	1	-0.00786055	0.02277653	-3.844	0.0001
EDUC3	1	-0.01225181	0.03145899	-0.389	0.6970
SUPER	1	0.10961842	0.02141367	5.119	0.0001
AGE	1	-0.00927388	0.007396852	-1.254	0.2100
SEX	1	0.16682797	0.01848931	9.023	0.0001
EDUC	1	0.01126785	0.005107830	2.206	0.0274
YRSDS	1	-0.02403457	0.01080323	-2.225	0.0261
COLLAR	1	0.01134688	0.01851271	0.613	0.5399
YRSEEDGV	1	-0.03397380	0.009252562	-3.672	0.0002
PAYGRADE	1	0.004052261	0.01450010	0.279	0.7799
APPTTYPE	1	0.06009427	0.02216100	2.712	0.0067
UNDERSEP	1	0.000179233	0.005517100	0.032	0.9741
UNION	1	0.00322310	0.02237411	0.149	0.8819
WHS	1	0.11745785	0.02241370	5.240	0.0001
BLK	1	0.07821671	0.02344169	3.337	0.0009
OTH	1	-0.01388317	0.03468873	-0.377	0.7061

Table C.9

REGRESSION RESULTS FOR ATTITUDE FACTORS WITH OPM18D

DEP VARIABLE: SUPSAT

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	1647.98285	91.55460268	258.641	0.0001
ERROR	6585	2330.97970	0.35398325		
C TOTAL	6603	3978.96255			
ROOT MSE		0.5949649	R-SQUARE	0.4142	
DEP MEAN		3.052455	ADJ R-SQ	0.4126	
C.V.		19.49136			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.57305094	0.07198162	21.854	0.0001
FOLUP1	1	-0.004124176	0.01894827	-0.218	0.8277
AACTO	1	-0.11298930	0.02182078	-5.178	0.0001
VOLBRACT	1	0.13207714	0.03006614	4.393	0.0001
SUPER	1	0.21519415	0.02082140	10.335	0.0001
AGE	1	0.01627173	0.007064594	2.303	0.0213
SEX	1	-0.01868423	0.01764736	-1.059	0.2898
EDUC	1	-0.01521080	0.004889112	-3.111	0.0019
YRSDS	1	-0.01011594	0.01034149	-0.978	0.3280
COLLAR	1	0.05368067	0.01773449	3.027	0.0025
YRSFEDGV	1	-0.01108927	0.008827939	-1.256	0.2091
PAYGRADE	1	0.02200041	0.01387260	1.586	0.1128
APPTTYPE	1	0.007845818	0.02119701	0.370	0.7113
UNDERSUP	1	0.003706681	0.005264011	0.704	0.4814
UNION	1	0.05664933	0.02136629	2.651	0.0080
WHIS	1	-0.07194853	0.02151179	-3.345	0.0008
BLK	1	-0.04711105	0.02236558	-2.106	0.0352
OTH	1	-0.07690261	0.03109650	-2.324	0.0202
PM18D	1	0.58533215	0.01045207	56.001	0.0001

Table C.9--continued

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	18	1987.46377	110.41465	220.482	0.0001
ERROR	6767	3386.82769	0.50078730		
C TOTAL	6785	5376.29147			
ROOT MSE		0.7076633	R-SQUARE	0.3697	
DEP MEAN		3.35809	ADJ R-SQ	0.3680	
C.V.		21.07338			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	1.50027268	0.08446030	17.763	0.0001
FOLUP1	1	-0.01070288	0.02223313	-0.481	0.6303
SACTO	1	-0.17810955	0.02560362	-6.956	0.0001
POLPSACT	1	0.08939953	0.03527838	1.684	0.0923
SUPER	1	0.09079774	0.02443099	3.716	0.0002
AGE	1	0.10022944	0.008289307	12.091	0.0001
SEX	1	-0.007753750	0.02070670	-0.374	0.7081
EDUC	1	-0.03205471	0.005736685	-5.588	0.0001
YRSDDS	1	0.02134824	0.01213428	1.759	0.0786
COLLAR	1	-0.10479225	0.02080893	-5.036	0.0001
YRSFEDGV	1	-0.01749803	0.01035834	-1.689	0.0912
PAYGRADE	1	0.17046632	0.01627754	10.472	0.0001
APFTTYPE	1	0.001814738	0.02487170	0.073	0.9418
UNDERSUP	1	-0.001012677	0.006176576	-0.164	0.8698
UNION	1	0.07596355	0.02507033	3.030	0.0025
WHS	1	0.006807483	0.02524106	0.270	0.7874
BLK	1	-0.11242216	0.02624286	-4.284	0.0001
OTH	1	-0.17485814	0.03883409	-4.503	0.0001
SWLS80	1	0.56517906	0.01226403	46.084	0.0001

Table C.9--continued

DEP VARIABLE: REWINPRT

ANALYSIS OF VARIANCE				
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE
MODEL	18	113.29509	6.29417192	15.480
ERROR	6887	2800.20391	0.40659270	
C TOTAL	6905	2913.49901		0.0001
ROOT MSE		0.6376462	R-SQUARE	0.0389
DEP MEAN		4.158389	ADJ R-SQ	0.0364
C.V.		15.33397		
PARAMETER ESTIMATES				
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0
INTERCEP	1	4.06810885	0.07543951	53.925
FOLUP1	1	-0.04662771	0.01985852	-2.348
SACTO	1	-0.09050306	0.02286902	-3.957
FOLPSACT	1	-0.01486396	0.03151047	-0.472
SUPER	1	0.11559075	0.02182163	5.297
AGE	1	-0.008795524	0.007403967	-1.188
SEX	1	0.16609708	0.01849512	8.981
EDUC	1	0.01068427	0.005123977	2.085
YRSDS	1	-0.02528458	0.01083828	-2.333
COLLAR	1	0.01371577	0.01058643	0.738
YRSPEDGV	1	-0.03390167	0.009252020	-3.664
PAYGRADE	1	0.005581535	0.01453901	0.384
APPTTYPE	1	0.05785870	0.02221528	2.604
UNDERSUP	1	0.000113858	0.005516886	0.021
UNION	1	0.004673891	0.02239269	0.209
WHS	1	0.12093036	0.02254519	5.364
BLK	1	0.07817566	0.02343998	3.335
OTH	1	-0.01290220	0.03468641	-0.372
PMOBD	1	-0.01554770	0.01095417	-1.419
				PROB >  T
				0.0001
				0.0189
				0.0001
				0.6371
				0.0001
				0.2349
				0.0001
				0.0371
				0.0197
				0.4606
				0.0002
				0.7011
				0.0092
				0.9835
				0.8347
				0.0001
				0.0009
				0.7099
				0.1558

Table C.10

REGRESSION RESULTS SHOWING INTERRELATIONSHIPS AMONG ATTITUDE SCALE FACTORS

DEP VARIABLE: SUPSAT

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	4	2110.66828	527.66707	1863.772	0.0001
ERROR	6599	1868.29427	0.28311779		
C TOTAL	6603	3978.96255			
ROOT MSE		0.5320881	R-SQUARE	0.5305	
DEP MEAN		3.052455	ADJ R-SQ	0.5302	
C.V.		17.43148			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.85212179	0.05058276	16.846	0.0001
REWARD	1	0.48673854	0.01116550	43.593	0.0001
WORKSAT	1	0.32963732	0.009338423	35.299	0.0001
PAYSAT	1	-0.04429684	0.008016762	-5.526	0.0001
RWDIMP	1	0.009924212	0.01021010	0.971	0.3315

DEP VARIABLE: REWARD

Table C.10---continued

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	4	1864.90160	466.22540	1744.899	0.0001
ERROR	6573	1756.26215	0.26719339		
C TOTAL	6577	3621.16375			
ROOT MSE		0.5169075	R-SQUARE	0.5150	
DEP MEAN		2.414167	ADJ R-SQ	0.5147	
C.V.		21.41143			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.02992924	0.05028287	0.595	0.5517
SUPBAT	1	0.45936008	0.01055828	43.507	0.0001
WORKSAT	1	0.16797175	0.009692031	17.331	0.0001
PAYBAT	1	0.15246264	0.007592015	20.082	0.0001
RWDIMP	1	-0.001249612	0.009946875	-0.126	0.9000



DEP VARIABLE: WORKSAT

Table C.10---continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	4	2570.13021	642.53255	1552.660	0.0001
ERROR	6781	2806.16126	0.41382705		
C TOTAL	6785	5376.29147			
ROOT MSE		0.6432939	R-SQUARE	0.4780	
DEP MEAN		3.35809	ADJ R-SQ	0.4777	
C.V.		19.15654			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.31086512	0.06149653	5.055	0.0001
SUPBAT	1	0.48183146	0.01346556	35.782	0.0001
REWARD	1	0.26015819	0.01477920	17.603	0.0001
PAYSAT	1	0.19355274	0.009290765	20.833	0.0001
RWDIMP	1	0.09887066	0.01212844	8.152	0.0001

DEP VARIABLE: PAYSAT

Table C.10--continued

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	4	1373.06904	343.26726	516.599	0.0001	
ERROR	6789	4511.12367	0.66447543			
C TOTAL	6793	5884.19272				
ROOT MSE		0.8151536	R-SQUARE	0.2333		
DEP MEAN		2.775721	ADJ R-SQ	0.2329		
C.V.		29.36727				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T	
INTERCEP	1	1.86789916	0.07466050	25.019	0.0001	
SUPSAT	1	-0.10396614	0.01855044	-5.605	0.0001	
REWARD	1	0.37916221	0.01857794	20.409	0.0001	
WORKSAT	1	0.31078473	0.01490925	20.845	0.0001	
RWDIMP	1	-0.17646978	0.01528534	-11.545	0.0001	

Table C.10--continued

DEP VARIABLE: RNDIMP

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	4	78.27638039	19.56909510		
ERROR	6901	2835.22263	0.41084229	47.632	0.0001
C TOTAL	6905	2913.49901			
ROOT MSE		0.6409698	R-SQUARE	0.0269	
DEP MEAN		4.158389	ADJ R-SQ	0.0263	
C.V.		15.4139			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	4.09230488	0.03572752	114.542	0.0001
SUPSAT	1	0.01440176	0.01450016	0.993	0.3206
REWARD	1	-0.001921485	0.01492707	-0.129	0.8976
WORKSAT	1	0.09815855	0.01193594	8.224	0.0001
PAYSAT	1	-0.10911154	0.009373942	-11.640	0.0001

## Appendix D

### ADDITIONAL RESULTS FOR PERSONNEL MEASURES

This appendix presents mean rates and OLS regression results for the personnel measures discussed in Sec. IV of R-3943-FMP. Table D.1 shows pay rates by pay band for the ALCs at the end of year one. Table D.2 shows the regression results for the pay rates in Table D.1. The form of the regressions is discussed below. Table D.3 shows supervisor percentages by ALC for year one. Table D.4 shows regression results for the supervisor measures in Table D.3. Table D.5 shows the total supervisor percentage by division for the ALCs. The regression results for these percentages are contained in Table D.6. Table D.7 shows the percentage of the work force composed of career employees by pay schedule and ALC at the end of year one. The regression results are shown in Table D.8.

The model used in the regressions is the same in each case. The reference group (intercept) represents the CY 1987 level for the comparison ALCs. The "SMBS" coefficient indicates how the baseline level at SM-ALC differed from the reference group's. It is coded "1" for Sacramento baseline and "0" otherwise. Similarly, the "SMDM" coefficient indicates how the first-year SM-ALC level differed from the reference group's (baseline level). It is coded "1" for Sacramento year one, and "0" otherwise. Finally, the "NONSMDM" coefficient shows the change in the first-year level for the comparison group relative to its baseline level. It is coded "1" for comparison group year one and "0" otherwise.

Three significance tests follow the regression results. They evaluate the extent to which the coefficients for the variables in the model differ from each other. The "SMNONSM" test evaluates the significance of the difference between the first-year results for SM-ALC relative to the results for the comparison ALCs (i.e., SMDM-NONSMDM). The "SMDMSMBS" test evaluates the first-year SM-ALC level relative to its baseline level (SMDM-SMBS). Finally, the key measure is the

"SMDMDIFF" test, which evaluates the difference in change during the first year between SM-ALC and the comparison sites (i.e., SMDM-SMBS-NONSMDM).

For example, the regression results for the salary for the DH-1 band indicate that the hourly pay rate for the comparison ALCs at baseline was about \$8.21. The SM-ALC pay rate at baseline was about \$0.89 higher (about \$9.10/hour) according to the model. This difference was statistically significant ( $t = 3.96$ ,  $p < .0001$ ). The first-year SM-ALC rate was about \$0.37 higher than the baseline rate for the comparison ALCs (about \$8.58). The difference reached statistical significance ( $p < .0443$ ). Finally, the first-year comparison ALC pay rate was about \$0.50 lower than its baseline rate (about \$7.71/hour). The reduction was significant ( $t = -3.001$ ,  $p < .0029$ ).

The significance tests below the regression indicate that: (a) the first-year pay rate at SM-ALC was significantly higher than the comparison group's first year ( $.37 - (-.50) = $.87$ ,  $p < .0001$ ); (b) the decline in pay for the band at SM-ALC between baseline and first-year was significant ( $.37 - .89 = $-.52$ ,  $p < .0001$ ); and (c) the first-year change in pay at Sacramento did not differ statistically from the change at the other ALCs ( $.37 - .89 - (-.50) = $-.02$ ,  $p < .9346$ ).

Overall, then, the regression results indicate that at baseline the DH-1 pay rate at SM-ALC was higher than (the average rate) at the other ALCs. During year one, the pay rate for the band was reduced throughout the system. The reduction at SM-ALC was the same as that for the comparison group. Nonetheless, the SM-ALC pay rate remained significantly higher than at the other ALCs.

The remaining measures required analysis of both the current and history files within the automated personnel system. Significance tests for these measures were performed by a Z- (normal approximation) test for significance of the difference in percentages. A Z-score of 1.96 is significant at the  $p < .05$  level. Table D.9 shows the percentage of crossovers from blue- to white-collar and white- to blue-collar jobs for the ALCs during baseline and year one of the demonstration by ALC. The second page shows significance test results for Sacramento versus the

average across the other ALCs. Table D.10 follows the same format for separations and migrations (internal transfers) at the directorate level. Table D.11 breaks out the turnover results by career category (career versus career-conditional). Table D.12 shows the separation and migration results by pay schedule. Finally, Table D.13 shows the turnover results at division level within the Directorate of Distribution.

Table D.1

II.A.1 SALARIES BY EXPERIENCE LEVEL  
(PAY BAND)  
II.C.1 SUPERVISORY AND NON SUPERVISORY  
SALARIES

ALC					
	OC	OO	SA	SM	WR
DH1	8.31 (17)	7.55 (67)	--		8.58 (71)
DH2	10.14 (1180)	11.20 (647)	8.83 (1088)		12.31 (666)
DH3	12.63 (82)	12.86 (75)	11.29 (48)		14.44 (54)
DH4	14.41 (7)	13.65 (16)	--		15.80 (4)
DW1	14831.12 (279)	15623.38 (173)	13958.16 (360)		15293.77 (123)
DW2	19829.59 (465)	19777.09 (441)	19955.50 (461)		20388.84 (336)
DW3	28745.29 (266)	29509.45 (238)	28237.00 (304)		29451.52 (240)
DX1	29065.37 (89)	29911.21 (83)	24784.98 (114)		22243.27 (11)
DX2	33533.34 (120)	32953.17 (103)	31076.52 (133)		34635.63 (152)
DX3	47097.82 (21)	47706.72 (20)	47944.26 (22)		50931.88 (17)

PAYBAND

Table D.2

## REGRESSION RESULTS FOR SALARIES BY EXPERIENCE LEVEL (PAY BAND)

DEP VARIABLE: SALARY

BAND=DH-1  
ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	63.67898674	21.22632891		
ERROR	265	211.65352	0.79869253	26.576	0.0001
C TOTAL	268	275.33251			
ROOT MSE		0.893696	R-SQUARE	0.2313	
DEP MEAN		8.153755	ADJ R-SQ	0.2226	
C.V.		10.96055			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	8.21135135	0.14692272	55.889	0.0001
SMBS	1	0.88614865	0.22385490	3.959	0.0001
SMCM	1	0.36625428	0.18120562	2.021	0.0443
NONSMDM	1	-0.49856940	0.16610687	-3.001	0.0029

TEST: SMDNSM

NUMERATOR: 34.6206 DF: 1 F VALUE: 43.3466  
DENOMINATOR: 0.798693 DF: 265 PROB > F: 0.0001

TEST: SMDNSMBS

NUMERATOR: 5.42764 DF: 1 F VALUE: 6.7957  
DENOMINATOR: 0.798693 DF: 265 PROB > F: 0.0097

TEST: SMDNDIFF

NUMERATOR: .0053916 DF: 1 F VALUE: 0.0068  
DENOMINATOR: 0.798693 DF: 265 PROB > F: 0.9346



Table D.2--continued

BAND=DH-2

DEP VARIABLE: SALARY

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	4260.94615	1420.31538		
ERROR	8873	12465.15398	1.40484098	1011.015	0.0001
C TOTAL	8876	16726.10013			
ROOT MSE		1.18526	R-SQUARE	0.2547	
DEP MEAN		10.46031	ADJ R-SQ	0.2545	
C.V.		11.33102			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	10.21611902	0.02000029	510.799	0.0001
SMBS	1	1.59845796	0.04846105	32.984	0.0001
SMEN	1	2.09111822	0.05009374	41.744	0.0001
MONSDM	1	-0.09488725	0.02744384	-3.458	0.0005

TEST: SMONSM NUMERATOR: 2726.15 DF: 1 F VALUE: 1940.5378  
DENOMINATOR: 1.40484 DF: 8873 PROB > F: 0.0001

TEST: SMENSMBS NUMERATOR: 84.0288 DF: 1 F VALUE: 59.8137  
DENOMINATOR: 1.40484 DF: 8873 PROB > F: 0.0001

TEST: SMENDIFT NUMERATOR: 100.804 DF: 1 F VALUE: 71.7548  
DENOMINATOR: 1.40484 DF: 8873 PROB > F: 0.0001

Table D.2--continued

BAND=DH-3

DEP VARIABLE: SALARY

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	296.84302	98.94767287		
ERROR	564	437.59228	0.77587283	127.531	0.0001
C TOTAL	567	734.43530			
ROOT MSE		0.8808364	R-SQUARE	0.4042	
DEP MEAN		12.77683	ADJ R-SQ	0.4010	
C.V.		6.894013			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	12.28809302	0.06007255	204.554	0.0001
SMBS	1	1.65649714	0.12778082	12.964	0.0001
SMEM	1	2.15079587	0.13407731	16.041	0.0001
NONSSEN	1	0.25383975	0.08287750	3.063	0.0023

TEST: SMNONSM NUMERATOR: 158.381 DF: 1 F VALUE: 204.1324  
DENOMINATOR: 0.775873 DF: 564 PROB > F: 0.0001

TEST: SMBSMEMS NUMERATOR: 6.9985 DF: 1 F VALUE: 9.0202  
DENOMINATOR: 0.775873 DF: 564 PROB > F: 0.0028

TEST: SMEMDIPT NUMERATOR: 1.32116 DF: 1 F VALUE: 1.7028  
DENOMINATOR: 0.775873 DF: 564 PROB > F: 0.1925

Table D.2--continued

BAND=DW-1

DEP VARIABLE: SALARY

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	66559030.48	22186343.49		
ERROR	2156	12612794261	5850090.10	3.792	0.0101
C TOTAL	2159	12679353292			

ROOT MSE	2418.696	R-SQUARE	0.0052
DEP MEAN	14761.66	ADJ R-SQ	0.0039
C.V.	16.38498		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	14722.96519	83.80284774	175.686	0.0001
SNBS	1	444.89093	221.60753	2.008	0.0448
SNOW	1	570.90717	233.63353	2.443	0.0146
NONSMO	1	-45.50697011	111.87475	-0.407	0.6942

TEST: SMOBSH NUMERATOR: 41883459 DF: 1 F VALUE: 7.1595  
DENOMINATOR: 5850090 DF: 2156 PROB > F: 0.0075

TEST: SMOBSH9 NUMERATOR: 1034623 DF: 1 F VALUE: 0.1769  
DENOMINATOR: 5850090 DF: 2156 PROB > F: 0.6741

TEST: SMOBSH17 NUMERATOR: 1682679 DF: 1 F VALUE: 0.2876  
DENOMINATOR: 5850090 DF: 2156 PROB > F: 0.5918

Table D.2--continued

BAND-DW-2

DEP VARIABLE: SALARY

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1111555009	370518336		
ERROR	4227	28714297064	6793067.68	54.544	0.0001
C TOTAL	4230	29825852073			
ROOT MSE		2606.351	R-SQUARE	0.0373	
DEP MEAN		19470.98	ADJ R-SQ	0.0366	
C.V.		13.38582			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	19043.24971	62.44661406	304.952	0.0001
SNBS9	1	-318.76534	146.93488	-2.169	0.0301
SNM9	1	1345.58660	155.29663	8.665	0.0001
NONMEM9	1	836.64571	87.97522648	9.510	0.0001

TEST: SNBS9M9

NUMERATOR: 73139114 DF: 1 F VALUE: 10.7667  
DENOMINATOR: 6793068 DF: 4227 PROB > F: 0.0010

TEST: SNM9M9

NUMERATOR: 5.0E+08 DF: 1 F VALUE: 73.0739  
DENOMINATOR: 6793068 DF: 4227 PROB > F: 0.0001

TEST: SNM9DIFT

NUMERATOR: 1.0E+08 DF: 1 F VALUE: 15.0085  
DENOMINATOR: 6793068 DF: 4227 PROB > F: 0.0001

Table D.2---continued

BAND-DW-3

DEP VARIABLE: SALARY

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1313154494	437718165		
ERROR	2655	49116703758	18499700.10	23.661	0.0001
C TOTAL	2658	50429858252			
ROOT MSE		4301.128	R-SQUARE	0.0260	
DEP MEAN		28481.26	ADJ R-SQ	0.0249	
C.V.		15.10161			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	27789.88318	131.48931	211.347	0.0001
SMBS	1	-45.18357283	300.68386	-0.150	0.8806
SMEM	1	1661.63766	307.19948	5.409	0.0001
NONMEMD	1	1323.90241	184.84785	7.162	0.0001

TEST: SUMOBSM

 NUMERATOR: 22457847 DF: 1 F VALUE: 1.2140  
 DENOMINATOR: 18499700 DF: 2655 PROB > F: 0.2706

TEST: SUMMSMBS

 NUMERATOR: 3.6E+08 DF: 1 F VALUE: 19.3953  
 DENOMINATOR: 18499700 DF: 2655 PROB > F: 0.0001

TEST: SUMMDIFF

 NUMERATOR: 14712375 DF: 1 F VALUE: 0.7953  
 DENOMINATOR: 18499700 DF: 2655 PROB > F: 0.3726

Table D.2--continued

BAND=DX-1

DEP VARIABLE: SALARY

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	861415547	287138516		
ERROR	778	11534166420	14825406.71	19.368	0.0001
C TOTAL	781	12395581967			
ROOT MSE		3850.377	R-SQUARE	0.0695	
DEP MEAN		27423.65	ADJ R-SQ	0.0659	
C.V.		14.04035			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	27193.76423	198.04205	137.313	0.0001
SMBS	1	-5234.83566	1047.94001	-4.995	0.0001
SMCM	1	-4950.49151	1177.70323	-4.204	0.0001
NONMEMD	1	811.38434	279.88894	2.899	0.0038

TEST: SMOONSH NUMERATOR: 3.5E+08 DF: 1 F VALUE: 23.9380  
DENOMINATOR: 14825407 DF: 778 PROB > F: 0.0001

TEST: SMOBSHBS NUMERATOR: 498046 DF: 1 F VALUE: 0.0336  
DENOMINATOR: 14825407 DF: 778 PROB > F: 0.8546

TEST: SMOCDIFF NUMERATOR: 1657133 DF: 1 F VALUE: 0.1116  
DENOMINATOR: 14825407 DF: 778 PROB > F: 0.7382

Table D.2--continued

BAND-DX-2

DEP VARIABLE: SALARY

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	931626977	310542326		
ERROR	1204	31731405937	26354988.32	11.783	0.0001
C TOTAL	1207	32663032914			

ROOT MSE 5133.711 R-SQUARE 0.0285  
 DEP MEAN 32759.01 ADJ R-SQ 0.0261  
 C.V. 15.67114

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	31841.29220	244.74007	130.102	0.0001
SMBS	1	1230.87227	482.99667	2.548	0.0109
SMEM	1	2794.33937	482.99667	5.785	0.0001
NONSMEM	1	1070.63954	341.60978	3.134	0.0018

TEST: SMNONSM NUMERATOR: 3.4E+08 DF: 1 F VALUE: 12.9075  
 DENOMINATOR: 26354988 DF: 1204 PROB > F: 0.0003

TEST: SMNONSMBS NUMERATOR: 1.9E+08 DF: 1 F VALUE: 7.0490  
 DENOMINATOR: 26354988 DF: 1204 PROB > F: 0.0080

TEST: SMNONDIFF NUMERATOR: 13811091 DF: 1 F VALUE: 0.5240  
 DENOMINATOR: 26354988 DF: 1204 PROB > F: 0.4693

Table D.2--continued

BAND-DX-3

DEP VARIABLE: SALARY

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	538485847	179495282		
ERROR	198	5973398802	30168680.82	5.950	0.0008
C TOTAL	201	6511884649			
ROOT MSE		5492.602	R-SQUARE	0.0827	
DEP MEAN		47186.14	ADJ R-SQ	0.0688	
C.V.		11.64029			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	45483.49494	602.89143	75.442	0.0001
SMDS	1	2357.28284	1428.11621	1.651	0.1004
SMCM	1	5448.38741	1462.22651	3.726	0.0003
MONSMCM	1	2486.67435	850.07591	2.925	0.0038

TEST: SMCMONSM  
 NUMERATOR: 1.2E+08 DF: 1 F VALUE: 4.1109  
 DENOMINATOR: 30168681 DF: 198 PROB > F: 0.0439

TEST: SMDSMSMS  
 NUMERATOR: 83537366 DF: 1 F VALUE: 2.7690  
 DENOMINATOR: 30168681 DF: 198 PROB > F: 0.0977

TEST: SMCMODIFF  
 NUMERATOR: 2641007 DF: 1 F VALUE: 0.0875  
 DENOMINATOR: 30168681 DF: 198 PROB > F: 0.7676



Table D.3

III.C.1 SUPERVISION LEVELS  
(Percentage of Work Force)

SUPERVISION LEVEL	OC	∞	SA	SM	WR
1	6.21%	7.93%	7.71%	8.05%	6.74%
2	2.69%	2.46%	2.24%	2.26%	2.40%
3	0.28%	0.75%	0.71%	0.48%	0.47%
1,2 or 3 ( N )	9.18% ( 2528 )	11.14% ( 1867 )	10.66% ( 2542 )	10.79% ( 1678 )	9.61% ( 2331 )

Table D.4

## REGRESSION RESULTS FOR SUPERVISION LEVELS

DEP VARIABLE: SUPER1

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.24396331	0.08132110		
ERROR	21080	1456.25101	0.06908212	1.177	0.3165
C TOTAL	21083	1456.49497			
ROOT MSE		0.2628348	R-SQUARE	0.0002	
DEP MEAN		0.07465377	ADJ R-SQ	0.0000	
C.V.		352.0717			

  

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.07739234	0.002874615	26.923	0.0001
SMBS	1	-0.002026765	0.006864200	-0.295	0.7678
SMON	1	0.003060576	0.007030841	0.435	0.6633
NONSMON	1	-0.006395366	0.003964498	-1.613	0.1067

  

TEST: SMONSM	NUMERATOR:	0.127038	DF:	1	F VALUE:	1.8389
	DENOMINATOR:	.0690821	DF:	21080	PROB > F:	0.1751
TEST: SMONSMBS	NUMERATOR:	.0223425	DF:	1	F VALUE:	0.3234
	DENOMINATOR:	.0690821	DF:	21080	PROB > F:	0.5696
TEST: SMONSMDIFF	NUMERATOR:	.0951391	DF:	1	F VALUE:	1.3772
	DENOMINATOR:	.0690821	DF:	21080	PROB > F:	0.2406

DEP VARIABLE: SUPER2

Table D.4--continued

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.01350945	0.004503149	0.190	0.9017
ERROR	21080	500.50456	0.02374310		
C TOTAL	21083	500.51807			
ROOT MSE		0.154088	R-SQUARE	0.0000	
DEP MEAN		0.02433125	ADJ R-SQ	-0.0001	
C.V.		633.2925			

  

PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.02488038	0.001685255	14.764	0.0001
SMBS	1	-0.002383195	0.004024166	-0.592	0.5537
SMCM	1	-0.002234376	0.004121860	-0.542	0.5878
NONSMCM	1	-0.000387504	0.002324203	-0.167	0.8676

  

TEST: SMDNONSM	NUMERATOR:	.0048461	DF:	1	F VALUE:	0.2041
	DENOMINATOR:	.0237431	DF:	21080	PROB > F:	0.6514

  

TEST: SMDNONSMBS	NUMERATOR:	1.9E-05	DF:	1	F VALUE:	0.0008
	DENOMINATOR:	.0237431	DF:	21080	PROB > F:	0.9774

  

TEST: SMDNONDIF	NUMERATOR:	2.1E-04	DF:	1	F VALUE:	0.0087
	DENOMINATOR:	.0237431	DF:	21080	PROB > F:	0.9255

DEP VARIABLE: SUPERS

Table D.4---continued

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.004972148	0.001657383		
ERROR	21080	120.30062	0.005706860	0.290	0.8337
C TOTAL	21083	120.30559			
ROOT MSE		0.07554376	R-SQUARE	0.0000	
DEP MEAN		0.005738949	ADJ R-SQ	-0.0001	
C.V.		1316.334			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	0.006220096	0.000826220	7.528	0.0001
SMRS	1	-0.000033369	0.001972903	-0.017	0.9865
SMON	1	-0.001452515	0.002020799	-0.719	0.4723
MONMON	1	-0.000825188	0.001139473	-0.724	0.4690

TEST: SMONMON

NUMERATOR: 5.6E-04 DF: 1 F VALUE: 0.0980  
DENOMINATOR: .0057069 DF: 21080 PROB > F: 0.7543

TEST: SMONSMRS

NUMERATOR: .0017386 DF: 1 F VALUE: 0.3047  
DENOMINATOR: .0057069 DF: 21080 PROB > F: 0.5810

TEST: SMONDIFF

NUMERATOR: 2.5E-04 DF: 1 F VALUE: 0.0446  
DENOMINATOR: .0057069 DF: 21080 PROB > F: 0.8327

DEP VARIABLE: SUPER

Table D.4---continued

SOURCE	DF	SUM OF SQUARES	MEAN SQUARES	F VALUE	PROB>F
MODEL	3	0.27273321	0.09091107	0.970	0.4073
ERROR	21080	1976.49676	0.09376171		
C TOTAL	21083	1976.76949			
ROOT MSE		0.3062053	R-SQUARE	0.0001	
DEP MEAN		0.104724	ADJ R-SQ	-0.0000	
C.V.		292.3928			

  

PARAMETER ESTIMATES					PROB >  T
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	
INTERCEP	1	0.10849282	0.003348957	32.396	0.0001
SMRS	1	-0.004443329	0.007996867	-0.556	0.5785
SMEN	1	-0.000626315	0.008131006	-0.076	0.9391
NONSMEN	1	-0.007608058	0.004618683	-1.647	0.0995

TEST: SMNONSM

NUMERATOR: .0692549 DF: 1 F VALUE: 0.7386  
DENOMINATOR: .0937617 DF: 21080 PROB > F: 0.3901

TEST: SMNONSMES

NUMERATOR: .0125776 DF: 1 F VALUE: 0.1341  
DENOMINATOR: .0937617 DF: 21080 PROB > F: 0.7142

TEST: SMNONDIFF

NUMERATOR: .0941864 DF: 1 F VALUE: 1.0045  
DENOMINATOR: .0937617 DF: 21080 PROB > F: 0.3162

Table D.5  
SUPERVISOR PERCENTAGE BY DIVISION

			ALC				
			OC	OO	SA	SM	WR
DIVISION							
DSF	SUPERP	MEAN	7.16	10.11	9.02	9.05	7.94
		N	1062.00	623.00	976.00	685.00	894.00
DSM	SUPERP	MEAN	12.71	10.84	10.92	11.28	8.22
		N	181.00	166.00	238.00	133.00	219.00
DSQ	SUPERP	MEAN	12.36	12.20	8.00	15.56	11.76
		N	89.00	82.00	100.00	45.00	85.00
DSS	SUPERP	MEAN	9.23	10.78	11.43	11.76	10.43
		N	455.00	464.00	490.00	340.00	489.00
DST	SUPERP	MEAN	10.69	12.55	12.55	11.67	11.37
		N	739.00	526.00	733.00	454.00	642.00

Table D.6

## REGRESSION RESULTS FOR SUPERVISOR PERCENTAGE BY DIVISION

DEP VARIABLE: SUPER

## DIVISION-DSF

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.09073661	0.03024554	0.370	0.7717
ERROR	8001	639.52251	0.07993032		
C TOTAL	8004	639.61324			
ROOT MSE		0.2827195	R-SQUARE	0.0001	
DEP MEAN		0.08757027	ADJ R-SQ	-0.0002	
C.V.		322.8487			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.09082063	0.005091773	17.837	0.0001
SMBS	1	-0.001377814	0.01196353	-0.115	0.9083
SMDM	1	-0.000309680	0.01194206	-0.026	0.9793
NONSMON	1	-0.006995032	0.006957734	-1.005	0.3148

TEST: SMNONSM NUMERATOR: .0256692 DF: 1 F VALUE: 0.3211  
 DENOMINATOR: .0799303 DF: 8001 PROB > F: 0.5709

TEST: SMBSMBS NUMERATOR: 3.9E-04 DF: 1 F VALUE: 0.0049  
 DENOMINATOR: .0799303 DF: 8001 PROB > F: 0.9443

TEST: SMNONDIFF NUMERATOR: .0184084 DF: 1 F VALUE: 0.2303  
 DENOMINATOR: .0799303 DF: 8001 PROB > F: 0.6313

Table D.6--continued

DEP VARIABLE: SUPER

DIVISION=DSM

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.03014767	0.01004922	0.103	0.9535
ERROR	1817	177.22301	0.09753605		
C TOTAL	1820	177.25316			
ROOT MSE		0.3123076	R-SQUARE	0.0002	
DEP MEAN		0.1092806	ADJ R-SQ	-0.0015	
C.V.		285.795			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.11373093	0.01163094	9.778	0.0001
SMBS	1	-0.009436451	0.02708615	-0.348	0.7276
SMWH	1	-0.000948974	0.02947257	-0.032	0.9743
NONMEMO	1	-0.008009536	0.01601850	-0.500	0.6171

TEST: SMDMSM

NUMERATOR: .0056891 DF: 1 F VALUE: 0.0583  
DENOMINATOR: .0975361 DF: 1817 PROB > F: 0.8092

TEST: SMDMSBS

NUMERATOR: 0.005276 DF: 1 F VALUE: 0.0541  
DENOMINATOR: .0975361 DF: 1817 PROB > F: 0.8161

TEST: SMDMDIFF

NUMERATOR: .0167123 DF: 1 F VALUE: 0.1713  
DENOMINATOR: .0975361 DF: 1817 PROB > F: 0.6790



Table D.6--continued

DIVISION=DSQ

DEP VARIABLE: SUPER

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.16021389	0.05340463	0.496	0.6890
ERROR	790	84.98966017	0.10758185		
C TOTAL	793	85.14987406			

ROOT MSE	0.3279967	R-SQUARE	0.0019
DEP MEAN	0.1221662	ADJ R-SQ	-0.0019
C.V.	268.4839		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.12576687	0.01816606	6.923	0.0001
SMBS	1	0.02348686	0.04399665	0.534	0.5936
SMDM	1	0.02978868	0.05216046	0.571	0.5681
NONSMON	1	-0.01621631	0.02514362	-0.645	0.5191

TEST: SMNONSMN NUMERATOR: .0845528 DF: 1 F VALUE: 0.7859  
DENOMINATOR: 0.107582 DF: 790 PROB > F: 0.3756

TEST: SMDMSMBS NUMERATOR: .0010691 DF: 1 F VALUE: 0.0099  
DENOMINATOR: 0.107582 DF: 790 PROB > F: 0.9206

TEST: SMDMDIFF NUMERATOR: .0117856 DF: 1 F VALUE: 0.1096  
DENOMINATOR: 0.107582 DF: 790 PROB > F: 0.7407

Table D.6--continued

DIVISION=DSS

DEP VARIABLE: SUPER

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.05701639	0.01900546	0.198	0.8960
ERROR	4378	419.53221	0.09582737		
C TOTAL	4381	419.58923			
ROOT MSE		0.30956	R-SQUARE	0.0001	
DEP MEAN		0.107257	ADJ R-SQ	-0.0005	
C.V.		288.6153			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.10863510	0.007306553	14.868	0.0001
SMBS	1	-0.005483235	0.01810974	-0.303	0.7621
SMOH	1	0.009011961	0.01830931	0.492	0.6226
NONSMOH	1	-0.003787890	0.01019188	-0.372	0.7102

TEST: SMNONSMH NUMERATOR: .0472416 DF: 1 F VALUE: 0.4930  
DENOMINATOR: .0958274 DF: 4378 PROB > F: 0.4826

TEST: SMNONSMBS NUMERATOR: .0361854 DF: 1 F VALUE: 0.3776  
DENOMINATOR: .0958274 DF: 4378 PROB > F: 0.5389

TEST: SMNONDIFF NUMERATOR: 0.048512 DF: 1 F VALUE: 0.5062  
DENOMINATOR: .0958274 DF: 4378 PROB > F: 0.4768

Table D.6--continued

DIVISION-D87

DEP VARIABLE: SUPER

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.12061058	0.04020353	0.378	0.7720
ERROR	6007	638.95242	0.10636797		
C TOTAL	6010	639.07303			

ROOT MSE	0.326141	R-SQUARE	0.0002
DEP MEAN	0.1209449	ADJ R-SQ	-0.0003
C.V.	269.6608		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.12639405	0.006628390	19.069	0.0001
SMBS	1	-0.009458568	0.01607442	-0.588	0.5563
SMON	1	-0.009653964	0.0168012	-0.579	0.5628
MONSDM	1	-0.008969810	0.009177497	-0.977	0.3284

TEST: SMONSDM NUMERATOR: 1.8E-04 DF: 1 F VALUE: 0.0017  
DENOMINATOR: 0.106368 DF: 6007 PROB > F: 0.9671

TEST: SMDSMBS NUMERATOR: 9.0E-06 DF: 1 F VALUE: 0.0001  
DENOMINATOR: 0.106368 DF: 6007 PROB > F: 0.9926

TEST: SMONDIFF NUMERATOR: .0153655 DF: 1 F VALUE: 0.1445  
DENOMINATOR: 0.106368 DF: 6007 PROB > F: 0.7039

Table D.7  
PERCENTAGE OF CAREER EMPLOYEES

			ALC				
			OC	OO	SA	SM	WR
Pay Schedule							
DH	CAREERP	MEAN	70.06	84.97	64.52	84.15	74.72
		N	1286.00	805.00	1136.00	795.00	1163.00
DW	CAREERP	MEAN	79.70	93.20	79.48	90.88	85.28
		N	1010.00	853.00	1126.00	702.00	944.00
DX	CAREERP	MEAN	97.41	99.52	96.31	97.24	99.55
		N	232.00	207.00	271.00	181.00	223.00

Table D.8

## REGRESSION RESULTS FOR PERCENTAGE OF CAREER EMPLOYEES

PAYBAND=DH

DEP VARIABLE: CAREER

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	18.99494025	6.33164675	36.437	0.0001
ERROR	9798	1702.57943	0.17376806		
C TOTAL	9801	1721.57437			
ROOT MSE		0.416855	R-SQUARE	0.0110	
DEP MEAN		0.7726994	ADJ R-SQ	0.0107	
C.V.		53.94788			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.81115203	0.006760502	119.984	0.0001
SMBS	1	-0.03323791	0.01609089	-2.066	0.0389
SMOM	1	0.03035741	0.01625671	1.867	0.0619
MONSDM	1	-0.08518392	0.009235101	-9.224	0.0001

TEST: SMNONDM NUMERATOR: 8.98582 DF: 1 F VALUE: 51.7116  
 DENOMINATOR: 0.173768 DF: 9798 PROB > F: 0.0001

TEST: SMDSMBS NUMERATOR: 1.62761 DF: 1 F VALUE: 9.3665  
 DENOMINATOR: 0.173768 DF: 9798 PROB > F: 0.0022

TEST: SMDSMDIFF NUMERATOR: 7.43876 DF: 1 F VALUE: 42.8086  
 DENOMINATOR: 0.173768 DF: 9798 PROB > F: 0.0001

Table D.8--continued

PAYBAND=DW

DEP VARIABLE: CAREER

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	4.49940423	1.49980141	11.989	0.0001
ERROR	9058	1133.12496	0.12509660		
C TOTAL	9061	1137.62437			

ROOT MSE	0.35169	R-SQUARE	0.0040
DEP MEAN	0.8527719	ADJ R-SQ	0.0036
C.V.	41.47436		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	0.86462044	0.005855120	147.669	0.0001
SNBS	1	-0.04842507	0.01396692	-3.467	0.0005
SNOM	1	0.04421146	0.01457679	3.033	0.0024
NONBNDM	1	-0.02556629	0.008129535	-3.145	0.0017

TEST: SANOBSM NUMERATOR: 2.90032 DF: 1 F VALUE: 23.1846  
DENOMINATOR: 0.125097 DF: 9058 PROB > F: 0.0001

TEST: SNOBSNBS NUMERATOR: 3.16679 DF: 1 F VALUE: 25.3148  
DENOMINATOR: 0.125097 DF: 9058 PROB > F: 0.0001

TEST: SNOBNDIFF NUMERATOR: 4.31477 DF: 1 F VALUE: 34.4915  
DENOMINATOR: 0.125097 DF: 9058 PROB > F: 0.0001

Table D.8--continued

PAYBAND-DX

DEP VARIABLE: CAREER

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.01714046	0.005713488	0.268	0.8494
ERROR	2200	46.93748749	0.02133522		
C TOTAL	2203	46.95462795			

ROOT MSE	0.1460658	R-SQUARE	0.0004
DEP MEAN	0.9782214	ADJ R-SQ	-0.0010
C.V.	14.93177		

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.97790055	0.004855392	201.405	0.0001
SMBS	1	-0.004927580	0.01178560	-0.418	0.6759
SMEN	1	-0.005524862	0.01189323	-0.465	0.6423
NONSMEN	1	0.002806843	0.006814849	0.412	0.6805

TEST: SMNONSM NUMERATOR: .0105231 DF: 1 F VALUE: 0.4932  
DENOMINATOR: .0213352 DF: 2200 PROB > F: 0.4826

TEST: SMDSMBS NUMERATOR: 3.3E-05 DF: 1 F VALUE: 0.0015  
DENOMINATOR: .0213352 DF: 2200 PROB > F: 0.9688

TEST: SMNONDIFF NUMERATOR: 8.8E-04 DF: 1 F VALUE: 0.0414  
DENOMINATOR: .0213352 DF: 2200 PROB > F: 0.8387

Table D.9  
PAY SCHEDULE CROSSOVERS

		II.A.2 CROSSOVERS BASELINE					II.A.2 CROSSOVERS DEMONSTRATION				
		ALCS					ALCS				
		OC	OO	SA	SM	WR	OC	OO	SA	SM	WR
DH TO DW		1.34%	1.25%	0.86%	0.37%	0.67%	2.25%	2.47%	3.51%	1.32%	0.94%
		(1,045)	(801)	(934)	(816)	(1,042)	(1,065)	(809)	(969)	(835)	(1,067)
DW TO DH		0.68%	0.48%	0.50%	0.26%	0.44%	1.75%	1.94%	1.10%	0.76%	0.43%
		(887)	(839)	(1,000)	(777)	(903)	(914)	(875)	(1,004)	(792)	(935)

		II.A.2 CROSSOVERS			
		BASELINE		DEMO	
		SM	OTHER	SM	OTHER
DH TO DW		0.37%	1.02%	1.32%	2.25%
		(816)	(3,822)	(835)	(3,910)
DW TO DH		0.26%	0.52%	0.76%	1.29%
		(777)	(3,629)	(792)	(3,728)

Baseline difference between SM-ALC and others,  
 DH to DW Z = -1.71; DW to DH Z = -1.25  
 First year change at other ALCs,  
 DH to DW Z = 4.26; DW to DH Z = 3.45  
 Difference in first year change at Sacramento  
 DH to DW Z = -0.53; DW to DH Z = -0.63



Table D.10

TURNOVER

**VI.D.1 SEPARATIONS BY ALC  
BASELINE**

**ALCS**

	OC	OO	SA	SM	WR
Percent	7.87%	8.66%	8.93%	10.83%	8.76%
N	(2,363)	(2,125)	(2,374)	(2,013)	(2,442)

**VI.D.1 MIGRATIONS BY ALC  
BASELINE**

**ALCS**

	OC	OO	SA	SM	WR
Percent	1.74%	4.56%	2.32%	3.83%	2.78%
N	(2,363)	(2,125)	(2,374)	(2,013)	(2,442)

**VI.D.1 TURNOVER BY ALC  
BASELINE**

**ALCS**

	OC	OO	SA	SM	WR
Percent	9.61%	13.22%	11.25%	14.65%	11.55%
N	(2,363)	(2,125)	(2,374)	(2,013)	(2,442)

**VI.D.1 SEPARATIONS BY ALC  
DEMONSTRATION**

**ALCS**

	OC	OO	SA	SM	WR
Percent	7.90%	4.92%	4.99%	7.02%	6.57%
N	(2,190)	(1,890)	(2,123)	(1,751)	(2,236)

**VI.D.1 MIGRATIONS BY ALC  
DEMONSTRATION**

**ALCS**

	OC	OO	SA	SM	WR
Percent	3.33%	11.11%	5.09%	4.51%	6.35%
N	(2,190)	(1,890)	(2,123)	(1,751)	(2,236)

**VI.D.1 TURNOVER BY ALC  
DEMONSTRATION**

**ALCS**

	OC	OO	SA	SM	WR
Percent	11.23%	16.03%	10.08%	11.54%	12.92%
N	(2,190)	(1,890)	(2,123)	(1,751)	(2,236)

Table D.10--continued

VI.D.1 SEPARATIONS BY ALC				
BASELINE		DEMO		
	SM	OTHER	SM	OTHER
Percent	10.83 %	8.56 %	7.02 %	6.15 %
N	(2,013)	(9,304)	(1,751)	(8,439)

VI.D.1 MIGRATIONS BY ALC				
BASELINE		DEMO		
	SM	OTHER	SM	OTHER
Percent	3.83 %	2.81 %	4.51 %	6.32 %
N	(2,013)	(9,304)	(1,751)	(8,439)

VI.D.1 TURNOVER BY ALC				
BASELINE		DEMO		
	SM	OTHER	SM	OTHER
Percent	14.65 %	11.36 %	11.54 %	12.47 %
N	(2,013)	(9,304)	(1,751)	(8,439)

Baseline difference between SM-ALC and others  
 Separations Z = 3.24; migrations Z = 2.44;  
 total turnover Z = 4.13

First year change at other ALCs  
 Separations Z = -6.11; migrations Z = 11.30;  
 total turnover Z = 2.27

Difference in first year change at Sacramento  
 Separations Z = -1.40; migrations Z = -3.89;  
 total turnover Z = -3.52

Table D.11  
TURNOVER BY CAREER CATEGORY

**VI.D.1 SEPARATIONS BY ALC  
BASELINE**

**ALCS**

	OC	CO	SA	SM	WR
<b>CAREER</b>	7.50%	8.73%	9.91%	11.40%	9.25%
	(1,973)	(1,855)	(1,998)	(1,676)	(2,161)
<b>CONDITIONAL</b>	9.74%	8.15%	3.72%	8.01%	4.98%
	(390)	(270)	(376)	(337)	(281)
<b>Total</b>	7.87%	8.66%	8.93%	10.83%	8.76%
	(2,363)	(2,125)	(2,374)	(2,013)	(2,442)

**VI.D.1 SEPARATIONS BY ALC  
DEMONSTRATION**

**ALCS**

	OC	CO	SA	SM	WR
	7.83%	4.82%	5.15%	6.91%	6.46%
	(1,826)	(1,639)	(1,729)	(1,476)	(1,950)
	8.24%	5.58%	4.31%	7.64%	7.34%
	(364)	(251)	(394)	(275)	(286)
	7.90%	4.92%	4.99%	7.02%	6.57%
	(2,190)	(1,890)	(2,123)	(1,751)	(2,236)

**VI.D.1 MIGRATIONS BY ALC  
BASELINE**

**ALCS**

	OC	CO	SA	SM	WR
<b>CAREER</b>	1.01%	3.29%	1.30%	2.15%	1.94%
	(1,973)	(1,855)	(1,998)	(1,676)	(2,161)
<b>CONDITIONAL</b>	5.38%	13.33%	7.71%	12.17%	9.25%
	(390)	(270)	(376)	(337)	(281)
<b>Total</b>	1.74%	4.56%	2.32%	3.83%	2.78%
	(2,363)	(2,125)	(2,374)	(2,013)	(2,442)

**VI.D.1 MIGRATIONS BY ALC  
DEMONSTRATION**

**ALCS**

	OC	CO	SA	SM	WR
	3.83%	12.63%	6.25%	5.08%	6.97%
	(1,826)	(1,639)	(1,729)	(1,476)	(1,950)
	0.82%	1.20%	0.00%	1.45%	2.10%
	(364)	(251)	(394)	(275)	(286)
	3.33%	11.11%	5.09%	4.51%	6.35%
	(2,190)	(1,890)	(2,123)	(1,751)	(2,236)

Table D.11-continued

VI.D.1 SEPARATIONS BY ALC				
	BASELINE		DEMO	
	SM	OTHER	SM	OTHER
CAREER	11.40%	8.86%	6.91%	6.12%
	(1,676)	(7,987)	(1,476)	(7,144)
CONDITIONAL	8.01%	6.68%	7.64%	6.33%
	(337)	(1,317)	(275)	(1,295)
Total	10.83%	8.56%	7.02%	6.15%
	(2,013)	(9,304)	(1,751)	(8,439)

VI.D.1 MIGRATIONS BY ALC				
	BASELINE		DEMO	
	SM	OTHER	SM	OTHER
CAREER	2.15%	1.87%	5.08%	7.29%
	(1,676)	(7,987)	(1,476)	(7,144)
CONDITIONAL	12.17%	8.50%	1.45%	0.93%
	(337)	(1,317)	(275)	(1,295)
Total	3.83%	2.81%	4.51%	6.32%
	(2,013)	(9,304)	(1,751)	(8,439)

	<u>Separations</u>	<u>Migrations</u>
Baseline difference between SM-ALC and others		
Career	Z = 3.24	Z = 0.77
Career-conditional	Z = 0.86	Z = 2.07
First year change at other ALCs		
Career	Z = -6.38	Z = 16.20
Career-conditional	Z = 0.36	Z = -9.11
Difference in first year change at Sacramento		
Career	Z = -1.57	Z = -3.30
Career-conditional	Z = -0.01	Z = -1.50

Table D.12  
TURNOVER BY PAY SCHEDULE

VI.D.1 SEPARATIONS BY ALC  
BASELINE

ALCS					
	OC	OO	SA	SM	WR
DH	8.42% (1,128)	8.50% (894)	9.82% (988)	9.39% (852)	8.45% (1,148)
DW	7.82% (997)	7.69% (988)	7.98% (1,090)	11.17% (940)	7.25% (1,034)
DX	5.46% (238)	13.22% (242)	9.15% (295)	14.55% (220)	16.28% (258)
Total	7.87% (2,363)	8.66% (2,124)	8.89% (2,373)	10.79% (2,012)	8.77% (2,440)

VI.D.1 SEPARATIONS BY ALC  
DEMONSTRATION

ALCS					
	OC	OO	SA	SM	WR
DH	7.87% (1,042)	4.47% (806)	6.26% (894)	5.46% (769)	6.31% (1,061)
DW	8.18% (917)	5.69% (878)	4.30% (977)	9.06% (795)	6.48% (941)
DX	6.93% (231)	3.41% (205)	3.19% (251)	4.81% (187)	8.15% (233)
Total	7.90% (2,190)	4.92% (1,889)	5.00% (2,122)	7.02% (1,751)	6.58% (2,235)

VI.D.1 MIGRATIONS BY ALC  
BASELINE

ALCS					
	OC	OO	SA	SM	WR
DH	0.89% (1,128)	2.57% (894)	0.91% (988)	1.76% (852)	1.05% (1,148)
DW	2.91% (997)	6.78% (988)	3.76% (1,090)	6.28% (940)	5.13% (1,034)
DX	0.84% (238)	2.89% (242)	1.69% (295)	1.36% (220)	0.78% (258)
Total	1.74% (2,363)	4.57% (2,124)	2.32% (2,373)	3.83% (2,012)	2.75% (2,440)

VI.D.1 MIGRATIONS BY ALC  
DEMONSTRATION

ALCS					
	OC	OO	SA	SM	WR
DH	2.59% (1,042)	12.53% (806)	3.36% (894)	1.56% (769)	4.43% (1,061)
DW	4.58% (917)	10.93% (878)	7.37% (977)	7.92% (795)	9.67% (941)
DX	1.73% (231)	6.34% (205)	2.39% (251)	2.14% (187)	1.72% (233)
Total	3.33% (2,190)	11.12% (1,889)	5.09% (2,122)	4.51% (1,751)	6.35% (2,235)

Table D.12--continued

VI.D.1 SEPARATIONS BY ALC				
	BASELINE		DEMO	
	SM	OTHER	SM	OTHER
DH	9.39%	8.78%	5.46%	6.34%
	(852)	(4,158)	(769)	(3,803)
DW	11.17%	7.69%	9.06%	6.14%
	(940)	(4,109)	(795)	(3,713)
DX	14.55%	11.04%	4.81%	5.43%
	(220)	(1,033)	(187)	(920)
Total	10.79%	8.55%	7.02%	6.15%
	(2,012)	(9,300)	(1,751)	(8,436)

VLD.1 MIGRATIONS BY ALC				
	BASELINE		DEMO	
	SM	OTHER	SM	OTHER
DH	1.76%	1.30%	1.56%	5.39%
	(852)	(4,158)	(769)	(3,803)
DW	6.28%	4.62%	7.92%	8.11%
	(940)	(4,109)	(795)	(3,713)
DX	1.36%	1.55%	2.14%	2.93%
	(220)	(1,033)	(187)	(920)
Total	3.83%	2.80%	4.51%	6.32%
	(2,012)	(9,300)	(1,751)	(8,436)

	<u>Separations</u>	<u>Migrations</u>
Baseline difference between SM-ALC and others		
DH	Z = 0.57	Z = 1.05
DW	Z = 3.48	Z = 2.11
DX	Z = 1.47	Z = -0.20
First year change at other ALCs		
DH	Z = -4.10	Z = 0.28
DW	Z = -2.69	Z = 6.34
DX	Z = 4.45	Z = 2.08
Difference in first year change at Sacramento		
DH	Z = -1.05	Z = -5.70
DW	Z = -0.36	Z = -1.35
DX	Z = -1.33	Z = -0.41

Table D.13  
TURNOVER BY DIVISION

VLD.1 SEPARATIONS BY ALC  
BASELINE

ALCS

	OC	CO	SA	SM	WR
DSF	7.31% (971)	8.19% (684)	9.94% (845)	9.25% (757)	7.92% (859)
DSM	6.36% (173)	8.56% (187)	6.52% (230)	12.87% (202)	10.53% (228)
DSQ	5.41% (74)	14.29% (105)	11.58% (95)	18.29% (82)	10.10% (99)
DSS	7.44% (484)	7.80% (513)	9.19% (479)	11.27% (417)	7.04% (540)
DST	9.56% (659)	9.08% (629)	7.93% (719)	10.75% (530)	10.11% (712)
Other	50.00% (2)	0.00% (7)	18.67% (6)	12.00% (25)	50.00% (4)
Total	7.87% (2,363)	8.66% (2,125)	8.93% (2,374)	10.83% (2,013)	8.76% (2,442)

VLD.1 SEPARATIONS BY ALC  
DEMONSTRATION

ALCS

	OC	CO	SA	SM	WR
DSF	6.45% (899)	4.26% (611)	4.35% (758)	6.29% (668)	5.40% (797)
DSM	6.45% (155)	2.96% (169)	4.85% (206)	5.39% (187)	7.29% (192)
DSQ	6.85% (73)	5.49% (91)	3.57% (84)	11.27% (71)	4.35% (92)
DSS	7.51% (453)	3.97% (453)	5.70% (421)	8.33% (360)	8.32% (505)
DST	10.69% (608)	8.80% (559)	5.54% (650)	6.88% (465)	6.65% (647)
Other	50.00% (2)	14.29% (7)	0.00% (4)	10.00% (20)	33.33% (3)
Total	7.90% (2,190)	4.92% (1,890)	4.99% (2,123)	7.02% (1,751)	6.57% (2,236)

VLD.1 MIGRATIONS BY ALC  
BASELINE

ALCS

	OC	CO	SA	SM	WR
DSF	1.44% (971)	4.39% (684)	1.66% (845)	3.43% (757)	2.44% (859)
DSM	2.89% (173)	4.28% (187)	3.48% (230)	6.44% (202)	4.39% (228)
DSQ	1.35% (74)	3.81% (105)	0.00% (95)	0.00% (82)	3.03% (99)
DSS	2.27% (484)	6.04% (513)	3.13% (479)	5.04% (417)	3.70% (540)
DST	1.52% (659)	3.82% (629)	2.36% (719)	3.02% (530)	1.97% (712)
Other	0.00% (2)	0.00% (7)	18.67% (6)	4.00% (25)	0.00% (4)
Total	1.74% (2,363)	4.56% (2,125)	2.32% (2,374)	3.83% (2,013)	2.78% (2,442)

VLD.1 MIGRATIONS BY ALC  
DEMONSTRATION

ALCS

	OC	CO	SA	SM	WR
DSF	3.34% (899)	12.44% (611)	2.90% (758)	3.59% (668)	5.52% (797)
DSM	4.52% (155)	11.24% (169)	8.25% (206)	8.98% (187)	4.17% (192)
DSQ	0.00% (73)	4.40% (91)	4.76% (84)	1.41% (71)	2.17% (92)
DSS	5.08% (453)	12.36% (453)	7.36% (421)	7.22% (360)	11.68% (505)
DST	2.14% (608)	9.84% (559)	5.23% (650)	2.15% (465)	4.33% (647)
Other	0.00% (2)	0.00% (7)	0.00% (4)	15.00% (20)	33.33% (3)
Total	3.33% (2,190)	11.11% (1,890)	5.09% (2,123)	4.51% (1,751)	6.35% (2,236)

Table D.13--continued

VI.D.1 SEPARATIONS BY ALC					VI.D.1 MIGRATIONS BY ALC				
	BASELINE		DEMO			BASELINE		DEMO	
	SM	OTHER	SM	OTHER		SM	OTHER	SM	OTHER
DSF	9.25%	8.31%	6.29%	5.22%	DSF	3.43%	2.35%	3.59%	5.61%
	(757)	(3,359)	(668)	(3,065)		(757)	(3,359)	(668)	(3,065)
DSM	12.87%	8.07%	5.39%	5.40%	DSM	6.44%	3.79%	8.98%	7.08%
	(202)	(818)	(167)	(722)		(202)	(818)	(167)	(722)
DSQ	18.29%	10.72%	11.27%	5.00%	DSQ	0.00%	2.14%	1.41%	2.94%
	(82)	(373)	(71)	(340)		(82)	(373)	(71)	(340)
DSS	11.27%	7.84%	8.33%	6.44%	DSS	5.04%	3.82%	7.22%	9.22%
	(417)	(2,016)	(360)	(1,832)		(417)	(2,016)	(360)	(1,832)
DST	10.75%	9.16%	6.88%	7.39%	DST	3.02%	2.39%	2.15%	5.28%
	(530)	(2,719)	(465)	(2,464)		(530)	(2,719)	(465)	(2,464)
Other	12.00%	21.05%	10.00%	18.75%	Other	4.00%	5.26%	15.00%	8.25%
	(25)	(19)	(20)	(16)		(25)	(19)	(20)	(16)
Total	10.83%	8.56%	7.02%	6.15%	Total	3.83%	2.81%	4.51%	6.32%
	(2,013)	(5,304)	(1,751)	(8,439)		(2,013)	(9,304)	(1,751)	(8,439)

	<u>Separations</u>	<u>Migrations</u>
Baseline difference between SM-ALC and others		
DSF	Z = 0.84	Z = 1.71
DSM	Z = 2.13	Z = 1.66
DSQ	Z = 1.90	Z = -1.34
DSS	Z = 2.30	Z = 1.15
DST	Z = 1.15	Z = 0.85
First year change at other ALCs		
DSF	Z = -4.90	Z = 6.74
DSM	Z = -2.07	Z = 2.86
DSQ	Z = -2.81	Z = 0.68
DSS	Z = -1.68	Z = 6.85
DST	Z = -2.31	Z = 5.45
Difference in first year change at Sacramento		
DSF	Z = 0.08	Z = -2.83
DSM	Z = -1.51	Z = -0.24
DSQ	Z = -0.22	Z = 0.33
DSS	Z = -0.68	Z = -1.69
DST	Z = -1.08	Z = -3.30



## Appendix E

### ADDITIONAL RESULTS FOR QUALITY MEASURES

This appendix presents OLS regression results and annual ALC rates for the measures of work quality discussed in Sec. V of R-3943-FMP. Table E.1 shows regression results for the DSQ measures in Table 27; Table E.2 shows regression results for the DSM measures in Table 28. The model used in the regressions is the same in each case. The reference group (intercept) represents the 1985-1987 quality level for the comparison ALCs. The "SMBS" coefficient indicates how the baseline quality level at SM-ALC differed from the reference group's. It is coded "1" for Sacramento baseline and "0" otherwise. Similarly, the "SMDM" coefficient indicates how the first-year SM-ALC quality level differed from the reference group's baseline level. It is coded "1" for Sacramento year one and "0" otherwise. Finally, the "NONSMDM" coefficient shows the change in the first-year quality level for the comparison group relative to its baseline level. It is coded "1" for comparison group year one and "0" otherwise.

Three significance tests follow the regression results. They evaluate the extent to which the coefficients for the variables in the model differ from each other. The "SMNONSM" test evaluates the significance of the difference between the first-year levels for SM-ALC relative to the results for the comparison ALCs. The "SMDMSMBS" test evaluates the first-year SM-ALC quality level relative to its baseline level. Finally, the key measure is the "SMDMDIFF" test, which evaluates the difference in change during the first year between SM-ALC and the comparison sites.

For example, the regression results for measure (DEP VARIABLE) BL7 indicate that the expected error rate for the comparison ALCs at baseline was about 2.1 percent. The SM-ALC error rate at baseline was about 5.2 percentage points higher (about 7.3 percent) according to the model. This difference was statistically significant ( $t = 8.69$ ,  $p < .0001$ ). The first year SM-ALC error rate was about .5 percentage points

higher than the baseline rate for the comparison ALCs (about 2.6 percent). The difference did not reach statistical significance ( $t = .84$ ). Finally, the first-year comparison ALC error rate was about .9 percentage points lower than its baseline rate (about 1.2 percent). The reduction was significant ( $t = -2.21$ ,  $p < .0283$ ).

The significance tests below the regression indicate that: (a) the first-year BL7 error rate at SM-ALC was significantly higher than the comparison group's first-year rate ( $.53 - (-.91) = 1.44$  percentage points,  $p < .0269$ ); (b) the improvement in quality at SM-ALC between baseline follow-up was significant ( $.53 - 5.23 = -4.70$  percentage points in the error rate,  $p < .0001$ ); and (c) the first-year change in the error rate at SM-ALC was significantly greater than the change in the error rate at the comparison sites ( $(.53 - 5.23) - (-.91) = -3.79$  percentage points,  $p < .0001$ ).

Overall, then, the regression results indicate that at baseline the BL7 error rate at SM-ALC was higher than (the average rate) at the other ALCs. During year one, the error rate was reduced throughout the system. The improvement at SM-ALC was significantly greater than for the comparison group. Nonetheless, the SM-ALC error rate remained higher than at the other ALCs.

Tables E.3 and E.4 show each ALC's quality rates in 1985, 1986, 1987, 1988, and early 1989 for each measure in Tables 23 and 24, respectively. The tables show the average rate for each year and the number of months on which the average is based.

## **DSQ MEASURES**

### **SUPPLY**

BL7: CONTROLLED EXCEPTIONS

### **PRESERVATION, PACKAGING, AND PACKING OF MATERIEL**

PL4: PACKING PROCESS

### **MATERIEL PROCESSING AND RECEIVING INSPECTION**

RL2: INSPECTION

RL5: TAILGATE DATE ACCURACY

### **STORAGE**

SL1: LOCATER ACCURACY

SL4: SELECTION FOR SHIPMENT/ISSUE

SL6: WAREHOUSE LOCATION FILE MAINTENANCE ACTIONS

### **TRANSPORTATION**

TL3: COMPATIBILITY OF PALLETIZED SHIPMENTS AND FINAL  
MANIFEST

### **INVENTORY**

VL1: LOCATION AUDIT PROGRAM SURVEY (LAPS) (PHASE I)

VL2: PHYSICAL COUNT OF CLASSIFIED AND SENSITIVE  
INVENTORY

VL3: PHYSICAL COUNT OF NON-CONTROLLED ITEMS  
(WALL-TO-WALL, SPECIAL, SAMPLE AND SELECTED ITEM  
INVENTORIES)

## How to Read Regression Results

Data Period	Follow-up Baseline	ALC SM	Other
		A+C	A+D
		A+B	A

### Parameters

A = Intercept

B = Sacramento Baseline Parameter Estimate

C = Sacramento Demonstration Parameter Estimate

D = Other ALC Demonstration Parameter Estimate

### Tests

SMNONSM = C-D

SMDMSMBS = C-B

SMDMDIFF = C-B-D

## Example: DSQ BL7 Regression

Data Period	Follow-up Baseline	ALC SM	Other
		2.607	1.162
		7.305	2.072

### Parameters

2.072 = Intercept

5.233 = Sacramento Baseline Parameter Estimate

0.534 = Sacramento Demonstration Parameter Estimate

-0.910 = Other ALC Demonstration Parameter Estimate

Table E.1  
REGRESSION RESULTS FOR MEASURES OF WORK ACCURACY: QUALITY DIVISION INDICATORS

DEP VARIABLE: BL7

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	468.59626	156.19875	34.214	0.0001
ERROR	135	616.31496	4.56529600		
C TOTAL	138	1084.91122			
ROOT MSE		2.13655	R-SQUARE	0.4319	
DEP MEAN		2.401149	ADJ R-SQ	0.4193	
C.V.		88.9847			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	2.07238771	0.27816883	7.450	0.0001
SMBS	1	5.23316441	0.60225318	8.689	0.0001
SMCM	1	0.53475515	0.63519325	0.842	0.4013
NONSMCM	1	-0.91038771	0.41071136	-2.217	0.0283
TEST: SMOONSM					
NUMERATOR:	22.8423	DF:	1	F VALUE:	5.0035
DENOMINATOR:	4.5653	DF:	135	PROB > F:	0.0269
TEST: SMOBSMBS					
NUMERATOR:	164.827	DF:	1	F VALUE:	36.1043
DENOMINATOR:	4.5653	DF:	135	PROB > F:	0.0001
TEST: SMOCDIFF					
NUMERATOR:	83.973	DF:	1	F VALUE:	18.3938
DENOMINATOR:	4.5653	DF:	135	PROB > F:	0.0001

Table E.1--continued

DEP VARIABLE: PL4

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	34.97266638	11.65755546	16.032	0.0001
ERROR	216	157.06255	0.72714142		
C TOTAL	219	192.03521			
ROOT MSE		0.8527259	R-SQUARE	0.1821	
DEP MEAN		1.184813	ADJ R-SQ	0.1708	
C.V.		71.97133			
PARAMETER ESTIMATE					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCP	1	1.43649562	0.07507833	19.133	0.0001
SMBS	1	-0.37534747	0.18046584	-2.080	0.0387
SMDB	1	0.14921866	0.23994880	0.622	0.5347
NONSMDB	1	-0.94649562	0.14205486	-6.663	0.0001
TEST: SMONSM					
	13.1315	DF: 1	F VALUE: 18.0590		
	DENOMINATOR: 0.727141	DF: 216	PROB >F : 0.0001		
TEST: SMDSMBS					
	2.53693	DF: 1	F VALUE: 3.4889		
	DENOMINATOR: 0.727141	DF: 216	PROB >F : 0.0631		
TEST: SMDSMDIFF					
	15.8865	DF: 1	F VALUE: 21.8479		
	DENOMINATOR: 0.727141	DF: 216	PROB >F : 0.0001		

DEP VARIABLE: RL2

Table E.1--continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	44.07101986	14.69033995	11.290	0.0001
ERROR	218	283.66081	1.30119636		
C TOTAL	221	327.73183			
ROOT MSE		1.1407	R-SQUARE	0.1345	
DEP MEAN		1.762544	ADJ R-SQ	0.1226	
C.V.		64.71895			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEPT	1	2.12686299	0.10162163	20.929	0.0001
SMBS	1	-1.04248799	0.22580820	-4.617	0.0001
SMEN	1	-1.25413572	0.35863287	-3.497	0.0006
NONMEM	1	-0.63629695	0.18675607	-3.407	0.0008

TEST: SMNONSM

NUMERATOR: 3.47727 DF: 1 F VALUE: 2.6724  
DENOMINATOR: 1.3012 DF: 218 PROB > F: 0.1035

TEST: SMMSMSBS

NUMERATOR: 0.366692 DF: 1 F VALUE: 0.2818  
DENOMINATOR: 1.3012 DF: 218 PROB > F: 0.5961

TEST: SMNONDIFF

NUMERATOR: 1.21054 DF: 1 F VALUE: 0.9303  
DENOMINATOR: 1.3012 DF: 218 PROB > F: 0.3358

Table E.1--continued

DEP VARIABLE: RLS

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	243.62457	81.20819072	20.725	0.0001	
ERROR	155	607.34072	3.91832726			
C TOTAL	158	850.96530				
ROOT MSE		1.979477	R-SQUARE	0.2863		
DEP MEAN		2.666638	ADJ R-SQ	0.2725		
C.V.		74.23118				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T	
INTERCEPT	1	3.80707789	0.21470437	17.732	0.0001	
SNBS	1	-2.79728631	0.42036755	-6.654	0.0001	
SNOM	1	-2.17707789	0.66176332	-3.290	0.0012	
NONSMOM	1	-2.22472495	0.40167510	-5.539	0.0001	
TEST: SNOMSM						
		NUMERATOR: .0175428	1	F VALUE: 0.0045		
		DENOMINATOR: 3.91833	DF: 155	PROB > F: 0.9467		
TEST: SNOMSNBS						
		NUMERATOR: 2.88494	DF: 1	F VALUE: 0.7363		
		DENOMINATOR: 3.91833	DF: 155	PROB > F: 0.3922		
TEST: SNOMDIFF						
		NUMERATOR: 46.3793	DF: 1	F VALUE: 11.8365		
		DENOMINATOR: 3.91833	DF: 155	PROB > F: 0.0007		



Table E.1--continued

DEP VARIABLE: SL1

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	14.12493035	4.70831012		
ERROR	170	282.79613	1.66350666	2.830	0.0394
C TOTAL	173	296.92106			
ROOT MSE		1.28977	R-SQUARE	0.0476	
DEP MEAN		1.58441	ADJ R-SQ	0.0308	
C.V.		81.40378			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.67104212	0.12770626	13.085	0.0001
SMBS	1	0.26101404	0.31541120	0.828	0.4091
SMWH	1	1.32895788	0.92090294	1.443	0.1508
MONSMWH	1	-0.45904212	0.22266347	-2.062	0.0408

TEST: SMONSMWH

NUMERATOR: 6.14797 DF: 1 F VALUE: 3.6958  
DENOMINATOR: 1.66351 DF: 170 PROB > F: 0.0562

TEST: SMONSMBS

NUMERATOR: 2.07364 DF: 1 F VALUE: 1.2465  
DENOMINATOR: 1.66351 DF: 170 PROB > F: 0.2658

TEST: SMONDIFF

NUMERATOR: 4.02151 DF: 1 F VALUE: 2.4175  
DENOMINATOR: 1.66351 DF: 170 PROB > F: 0.1218

DEP VARIABLE: SL4

Table E.1--continued

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	20.76753763	6.92251254	11.188	0.0001
ERROR	207	128.08411	0.61876382		
C TOTAL	210	148.85165			
ROOT MSE		0.7866154	R-SQUARE	0.1395	
DEP MEAN		1.293625	ADJ R-SQ	0.1270	
C.V.		60.80705			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.56460833	0.07335227	21.330	0.0001
SMBS	1	-0.38638252	0.15918756	-2.427	0.0161
SMCM	1	-0.81915378	0.24825755	-3.300	0.0011
NONMEMM	1	-0.67016388	0.12976573	-5.164	0.0001
TEST: SANNONSH					
		NUMERATOR: 0.202855	DF: 1	F VALUE: 0.3278	
		DENOMINATOR: 0.618764	DF: 207	PROB >F: 0.5676	
TEST: SMDMSHBS					
		NUMERATOR: 1.52062	DF: 1	F VALUE: 2.4575	
		DENOMINATOR: 0.618764	DF: 207	PROB >F: 0.1185	
TEST: SMDMDIFF					
		NUMERATOR: 0.374749	DF: 1	F VALUE: 0.6056	
		DENOMINATOR: 0.618764	DF: 207	PROB >F: 0.4373	

Table E.1--continued

DEP VARIABLE: SL6

ANALYSIS OF VARIANCE						
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F	
MODEL	3	0.90441351	0.30147117	1.324	0.2674	
ERROR	167	38.01826016	0.22765425			
C TOTAL	170	38.92267367				
ROOT MSE		0.4771313	R-SQUARE	0.0232		
DEF MEAN		0.69783	ADJ R-SQ	0.0057		
C.V.		68.37357				
PARAMETER ESTIMATES						
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T	
INTERCEPT	1	0.67618908	0.05001695	13.519	0.0001	
SNBS	1	0.03163994	0.10773980	0.294	0.7694	
SNOM	1	-0.17618908	0.14653628	-1.202	0.2309	
NONMONOM	1	0.11683416	0.08829485	1.323	0.1876	
TEST: SNMONISM						
NUMERATOR:	0.805548	DF: 1	F VALUE:	3.5385		
DENOMINATOR:	0.227654	DF: 167	PROB > F:	0.0617		
TEST: SNMONISMBS						
NUMERATOR:	0.350213	DF: 1	F VALUE:	1.5384		
DENOMINATOR:	0.227654	DF: 167	PROB > F:	0.2166		
TEST: SNMONIDIFF						
NUMERATOR:	0.668914	DF: 1	F VALUE:	2.9383		
DENOMINATOR:	0.227654	DF: 167	PROB > F:	0.0884		

DEP VARIABLE: TL3

Table E.1--continued

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	11.86266940	3.95422313	3.864	0.0104
ERROR	192	196.50370	1.02345676		
C TOTAL	195	208.36637			
ROOT MSE		1.01166	R-SQUARE	0.0569	
DEP MEAN		1.197539	ADJ R-SQ	0.0422	
C.V.		84.47827			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	1.29642904	0.09159143	14.154	0.0001
SMBS	1	-0.83235444	0.25543629	-3.259	0.0013
SMOM	1	-0.62976237	0.59122013	-1.065	0.2881
MONSMDM	1	-0.04737244	0.16643165	-0.285	0.7762
TEST: SMOMSDM		NUMERATOR: 0.963023	DF: 1	F VALUE: 0.9410	
		DENOMINATOR: 1.02346	DF: 192	PROB >F : 0.3333	
TEST: SMOMSDMBS		NUMERATOR: 0.105541	DF: 1	F VALUE: 0.1031	
		DENOMINATOR: 1.02346	DF: 192	PROB >F : 0.7485	
TEST: SMOMSD177		NUMERATOR: 0.150215	DF: 1	F VALUE: 0.1468	
		DENOMINATOR: 1.02346	DF: 192	PROB >F : 0.7021	

Table E.1--continued

DEP VARIABLE: VLI

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	1.71009006	0.57003002	2.861	0.0380
ERROR	164	32.67756047	0.19925342		
C TOTAL	167	34.38765053			
ROOT MSE		0.4463781	R-SQUARE	0.0497	
DEP MEAN		C.3831076	ADJ R-SQ	0.0323	
C.V.		116.5151			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.38587524	0.04463781	8.645	0.0001
SMBS	1	-0.15348448	0.09681059	-1.585	0.1148
SMON	1	-0.23587524	0.18762046	-1.257	0.2105
MONMON	1	0.14555333	0.08766692	1.660	0.0988

TEST: SKEWNESS

NUMERATOR: 0.745181 DF: 1 F VALUE: 3.7399  
DENOMINATOR: 0.199253 DF: 164 PROB > F: 0.0549

TEST: SKEWNESS

NUMERATOR: .0333241 DF: 1 F VALUE: 0.1672  
DENOMINATOR: 0.199253 DF: 164 PROB > F: 0.6831

TEST: SKEDDIT

NUMERATOR: 0.214461 DF: 1 F VALUE: 1.0763  
DENOMINATOR: 0.199253 DF: 164 PROB > F: 0.3010

Table E.1--continued

DEP VARIABLE: VL2

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	6.77956457	2.25985486	1.142	0.3375
ERROR	80	158.29946	1.97874326		
C TOTAL	83	165.07903			
ROOT MSE		1.406678	R-SQUARE	0.0411	
DEP MEAN		0.4501263	ADJ R-SQ	0.0051	
C.V.		312.5074			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	0.67821216	0.19893432	3.409	0.0010
SMBS	1	-0.67821216	0.43793365	-1.549	0.1254
SMEM	1	-0.67821216	1.01437000	-0.669	0.5057
NONMEM	1	-0.47294901	0.37910321	-1.248	0.2158
TEST: SMOSONEM		NUMERATOR: .0762406	DF: 1	F VALUE: 0.0385	
		DENOMINATOR: 1.97874	DF: 80	PROB >F : 0.8449	
TEST: SMOBMSBS		NUMERATOR: 8.3E-33	DF: 1	F VALUE: 0.0000	
		DENOMINATOR: 1.97874	DF: 80	PROB >F : 1.0000	
TEST: SMOBMDIFF		NUMERATOR: 0.34436	DF: 1	F VALUE: 0.1740	
		DENOMINATOR: 1.97874	DF: 80	PROB >F : 0.6777	

DEP VARIABLE: VL3

Table E.1--continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	90.95982824	30.31994275	7.183	0.0002
ERROR	212	894.88437	4.22115270		
C TOTAL	215	985.84420			
ROOT MSE		2.054544	R-SQUARE	0.0923	
DEP MEAN		2.08418	ADJ R-SQ	0.0794	
C.V.		98.57807			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	2.38286361	0.19075966	12.491	0.0001
SNBS	1	-1.88384049	0.42082578	-4.477	0.0001
SNOM	1	-0.55786361	0.62301844	-0.895	0.3716
NONMON	1	-0.02251878	0.33040542	-0.068	0.9457

TEST: SNOMNSH

NUMERATOR: 2.84956 DF: 1 F VALUE: 0.6751  
DENOMINATOR: 4.22115 DF: 212 PROB > F: 0.4122

TEST: SNOMNSBS

NUMERATOR: 15.0704 DF: 1 F VALUE: 3.5702  
DENOMINATOR: 4.22115 DF: 212 PROB > F: 0.0602

TEST: SNOMDIFT

NUMERATOR: 12.7584 DF: 1 F VALUE: 3.0225  
DENOMINATOR: 4.22115 DF: 212 PROB > F: 0.0836

Table E.1--continued

DEP VARIABLE: RECVP

ANALYSIS OF VARIANCE					
SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	0.28192493	0.09397498	6.809	0.0003
ERROR	246	3.39511567	0.01380128		
C TOTAL	249	3.67704059			
ROOT MSE		0.1174789	R-SQUARE	0.0767	
DEF MEAN		0.2818658	ADJ R-SQ	0.0654	
C.V.		41.67901			
PARAMETER ESTIMATES					
VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR HO: PARAMETER=0	PROB >  T
INTERCEP	1	0.30646080	0.009928776	30.866	0.0001
SMBS	1	-0.08687276	0.02220142	-3.913	0.0001
SMCM	1	-0.08774628	0.03191655	-2.749	0.0064
NONSMCM	1	-0.02986683	0.01812738	-1.648	0.1007
TLST: SMCMNSM					
		NUMERATOR: .0402004	DF: 1	F VALUE: 2.9128	
		DENOMINATOR: .0138013	DF: 246	PROB > F: 0.0891	
TTST: SMCMNSBS					
		NUMERATOR: 8.0E-06	DF: 1	F VALUE: 0.0006	
		DENOMINATOR: .0138013	DF: 246	PROB > F: 0.9808	
TTST: SMCMNDIFF					
		NUMERATOR: .0070611	DF: 1	F VALUE: 0.5116	
		DENOMINATOR: .0138013	DF: 246	PROB > F: 0.4751	



Table E, 1--continued

DEP VARIABLE: INITY

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	3.83976165	1.27992055		
ERROR	246	74.79205595	0.30403275	4.210	0.0065
C TOTAL	249	78.63181760			

ROOT MSE 0.5513916 R-SQUARE 0.0488  
 DEP MEAN 0.8373636 ADJ R-SQ 0.0372  
 C.V. 65.84853

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEPT	1	0.88367578	0.04660110	18.963	0.0001
SMBS	1	-0.35080825	0.10420323	-3.367	0.0009
SMOM	1	-0.04821501	0.14980158	-0.322	0.7478
NONSMOM	1	0.02372445	0.08508158	0.279	0.7806

TEST: SMNONSM NUMERATOR: .0621034 DF: 1 F VALUE: 0.2043  
 DENOMINATOR: 0.304033 DF: 246 PROB > F: 0.6517

TEST: SMBSMBS NUMERATOR: 0.961408 DF: 1 F VALUE: 3.1622  
 DENOMINATOR: 0.304033 DF: 246 PROB > F: 0.0766

TEST: SMOMDIFF NUMERATOR: 0.65325 DF: 1 F VALUE: 2.1486  
 DENOMINATOR: 0.304033 DF: 246 PROB > F: 0.1460

# DSMPA Measures

1E	Receiving Documents Posted Within Standard (%)
1G	Receiving Timeliness (%)
2C	High Priority Requisitions (%)
2D1 <sup>1</sup>	Shipment Processing Time Within Standard, Priority 1-3 (%)
2D2 <sup>1</sup>	Shipment Processing Time Within Standard, Priority 4-8 (%)
2D3 <sup>1</sup>	Shipment Processing Time Within Standard, Priority 9-15 (%)
2F1 <sup>2</sup>	Depot Supply Stocked Item
2F2 <sup>3</sup>	Bench Stock Support
2F3	Denial Rate

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<sup>1</sup> Problems in the D035A software have caused Depot Processing data to be incorrect. The problems are being corrected incrementally by the contractor, but through the March 1989 report the data is invalid. This note applies to all priority groups.

<sup>2</sup> Not tracked by SM-ALC.

<sup>3</sup> Not tracked by SM-ALC.

Table E.2

REGRESSION RESULTS FOR MEASURES OF TIMELINESS AND ISSUE SUPPORT: MANAGEMENT DIVISION INDICATORS

DEP VARIABLE: PIE

## ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	872.22490	290.74163		
ERROR	211	4736.92319	22.44987294	12.951	0.0001
C TOTAL	214	5609.14809			
ROOT MSE		4.73813	R-SQUARE	0.1555	
DEP MEAN		94.57256	ADJ R-SQ	0.1435	
C.V.		5.010047			

## PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	92.71607143	0.44771117	207.089	0.0001
SMBS	1	4.89821429	1.00111262	4.893	0.0001
SMDM	1	2.31059524	1.30272925	1.774	0.0776
NONSMDM	1	3.78892857	0.75803024	4.998	0.0001

TEST: SMNONSM

 NUMERATOR: 26.2256 DF: 1 F VALUE: 1.1682  
 DENOMINATOR: 22.4499 DF: 211 PROB > F: 0.2810

TEST: SMDMSMBS

 NUMERATOR: 65.4006 DF: 1 F VALUE: 2.9132  
 DENOMINATOR: 22.4499 DF: 211 PROB > F: 0.0893

TEST: SMDMDIFF

 NUMERATOR: 317.718 DF: 1 F VALUE: 14.1523  
 DENOMINATOR: 22.4499 DF: 211 PROB > F: 0.0002

DEP VARIABLE: PIG

Table E.2--continued

DEP VARIABLE: FIG

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	4546.04208	1515.34736	9.679	0.0001
ERROR	211	33032.78974	156.55351		
C TOTAL	214	37578.83181			
ROOT MSE		12.51213	R-SQUARE	0.1210	
DEP MEAN		73.63907	ADJ R-SQ	0.1085	
C.V.		16.99116			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	73.21964286	1.18228557	61.931	0.0001
SHBS	1	9.4464286	2.64367089	3.573	0.0004
SHDM	1	-11.79297619	3.44015981	-3.428	0.0007
NONSHDM	1	0.04369048	2.00175529	0.022	0.9826

TEST: SMDNONSH

NUMERATOR:	1681.28	DF:	1	F VALUE:	10.7393
DENOMINATOR:	156.554	DF:	211	PROB > F :	0.0012

TEST: SMDSHBS

NUMERATOR:	4405.47	DF:	1	F VALUE:	28.1404
DENOMINATOR:	156.554	DF:	211	PROB > F :	0.0001

TEST: SMDNONDIFF

NUMERATOR:	3538.89	DF:	1	F VALUE:	22.6050
DENOMINATOR:	156.554	DF:	211	PROB > F :	0.0001

Table E.2--continued

DEP VARIABLE: P2C

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	202.65700	67.55233429	0.985	0.4019
ERROR	206	14123.38732	68.56013261		
C TOTAL	209	14326.04432			
ROOT MSE		8.280105	R-SQUARE	0.0141	
DEP MEAN		30.62294	ADJ R-SQ	-0.0002	
C.V.		27.0389			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	31.47222222	0.79675344	39.501	0.0001
SMBS	1	-2.82127904	1.78159485	-1.584	0.1148
SMDM	1	-1.32944529	2.28155463	-0.583	0.5607
NONSDM	1	-1.37055556	1.33322351	-1.028	0.3052

TEST: SMNONSM NUMERATOR: .0202806 DF: 1 F VALUE: 0.0003  
DENOMINATOR: 68.5601 DF: 206 PROB > F: 0.9863

TEST: SMDMSMBS NUMERATOR: 21.4608 DF: 1 F VALUE: 0.3130  
DENOMINATOR: 68.5601 DF: 206 PROB > F: 0.5764

TEST: SMDMDIFF NUMERATOR: 63.2052 DF: 1 F VALUE: 0.9219  
DENOMINATOR: 68.5601 DF: 206 PROB > F: 0.3381

DEP VARIABLE: P2F3

Table E.2---continued

ANALYSIS OF VARIANCE

SOURCE	DF	SUM OF SQUARES	MEAN SQUARE	F VALUE	PROB>F
MODEL	3	4.94814132	1.64938044	21.273	0.0001
ERROR	251	19.46116298	0.07753451		
C TOTAL	254	24.40930430			
ROOT MSE		0.2784502	R-SQUARE	0.2027	
DEP MEAN		0.7907985	ADJ R-SQ	0.1932	
C.V.		35.21127			

PARAMETER ESTIMATES

VARIABLE	DF	PARAMETER ESTIMATE	STANDARD ERROR	T FOR H0: PARAMETER=0	PROB >  T
INTERCEP	1	0.80958853	0.02320418	34.890	0.0001
SMBS	1	0.16687983	0.05188613	3.216	0.0015
SMDM	1	0.21974480	0.07554735	2.909	0.0040
NONSMDM	1	-0.23492186	0.04278640	-5.491	0.0001

TEST: SMNONSM

NUMERATOR: 2.48066 DF: 1 F VALUE: 31.9943  
DENOMINATOR: .0775345 DF: 251 PROB > F: 0.0001

TEST: SMDMSMBS

NUMERATOR: 0.029591 DF: 1 F VALUE: 0.3816  
DENOMINATOR: .0775345 DF: 251 PROB > F: 0.5373

TEST: SMDMDIFF

NUMERATOR: 0.701545 DF: 1 F VALUE: 9.0482  
DENOMINATOR: .0775345 DF: 251 PROB > F: 0.0029

Table E.3  
ANNUAL ERROR RATES (PERCENT) FOR MEASURES OF WORK ACCURACY:  
QUALITY DIVISION INDICATORS

YEAR		AIC					
		OC	OO	SA	SM	WR	
85	BL7						
	MEAN						
86	BL7						
	MEAN						
87	BL7						
	MEAN						
88	BL7						
	MEAN						
89	BL7						
	MEAN						

Table E.3--continued

YEAR		ALC							WR
		OC	OO	SA	SM				
85	PL4								
	MEAN	2.27	2.79	1.73	0.88			2.00	
86	PL4								
	MEAN	1.88	1.65	0.88	0.52			1.75	
87	PL4								
	MEAN	1.03	0.50	0.45	1.72			1.05	
88	PL4								
	MEAN	0.63	0.12	0.29	1.67			0.90	
89	PL4								
	MEAN	1.00	0.00	0.00	1.10			0.10	
	N	2.00	1.00	1.00	2.00			2.00	



Table E.3--continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
85	RL2	3.16	0.97	2.53	1.33	2.19		
	MEAN							
86	RL2	4.13	1.43	2.30	1.37	1.87		
	MEAN							
87	RL2	2.53	1.45	1.58	0.57	1.43		
	MEAN							
88	RL2	1.62	1.50	1.42	0.80	1.59		
	MEAN							
89	RL2	1.20	1.60	0.70	1.20	1.40		
	MEAN							

Table E.3--continued

YEAR		ALC					
		OC	OO	SA	SM	WR	
85	RLS						
	MEAN	6.47	3.53	2.87	1.28	3.89	
86	RLS						
	MEAN	9.00	8.00	9.00	7.00	9.30	
87	RLS						
	MEAN	5.40	5.72	2.42	1.30	3.33	
88	RLS						
	MEAN	5.00	7.00	4.00	11.00	12.00	
89	RLS						
	MEAN	1.25	6.30	2.75	0.58	2.58	
90	RLS						
	MEAN	4.00	2.00	4.00	12.00	12.00	
91	RLS						
	MEAN	1.09	1.82	0.95	1.89	2.25	
92	RLS						
	MEAN	7.00	4.00	4.00	8.00	12.00	
93	RLS						
	MEAN	1.10	0.00	0.80	0.60	2.15	
94	RLS						
	MEAN	2.00	1.00	2.00	2.00	2.00	

Table E.3--continued

YEAR	SL1	MEAN	N	AIC						
				OC	OO	SA	SM	WR		
85	SL1	MEAN	N	3.44	0.05	1.96	3.09	1.94		
86	SL1	MEAN	N	3.17	0.65	1.14	0.85	1.53		
87	SL1	MEAN	N	7.00	10.00	10.00	6.00	10.00		
88	SL1	MEAN	N	1.74	0.45	0.94	2.01	1.94		
89	SL1	MEAN	N	12.00	2.00	12.00	9.00	11.00		
90	SL1	MEAN	N	1.49	0.73	1.03	3.00	1.59		
91	SL1	MEAN	N	11.00	9.00	10.00	2.00	12.00		
92	SL1	MEAN	N	0.75	1.25	1.15	.	0.95		
93	SL1	MEAN	N	2.00	2.00	2.00	0.00	2.00		

Table E.3--continued

YEAR		ALC							
		OC	OO	SA	SM	WR			
85	SL4	2.02	1.35	2.87	0.56	1.86			
	MEAN								
	N	9.00	5.00	9.00	9.00	9.00			
86	SL4	1.84	1.47	1.87	0.98	1.40			
	MEAN								
	N	11.00	11.00	11.00	11.00	11.00			
87	SL4	1.43	0.43	0.61	1.88	1.18			
	MEAN								
	N	12.00	3.00	12.00	11.00	12.00			
88	SL4	1.41	0.62	0.76	0.75	0.78			
	MEAN								
	N	12.00	11.00	11.00	11.00	12.00			
89	SL4	1.20	0.60	0.40	.	1.20			
	MEAN								
	N	2.00	2.00	2.00	0.00	2.00			

Table E.3--continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
85	SL6							
	MEAN	0.50	0.67	1.04	1.47	0.75		
86	SL6							
	MEAN	0.55	0.50	0.91	0.36	0.89		
87	SL6							
	MEAN	0.37	0.80	0.73	0.52	0.67		
88	SL6							
	MEAN	1.38	0.23	0.52	0.55	0.72		
89	SL6							
	MEAN	1.20	.	.	0.00	0.20		
		2.00	0.00	0.00	1.00	2.00		

Table E.3--continued

YEAR		ALC							WR
		OC	OO	SA	SM				
85	TL3	3.79	0.79	0.37	0.13			1.04	
	MEAN								
86	TL3	6.00	8.00	9.00	2.00			9.00	
	MEAN	2.41	1.06	0.36	0.60			1.37	
87	TL3	11.00	12.00	9.00	6.00			12.00	
	MEAN	1.56	1.42	0.47	0.45			1.58	
88	TL3	12.00	10.00	12.00	10.00			12.00	
	MEAN	1.67	0.79	0.55	0.67			1.57	
89	TL3	12.00	10.00	11.00	3.00			12.00	
	MEAN	1.45	1.20	0.75	.			3.30	
	N	2.00	2.00	2.00	0.00			2.00	

Table E.3--continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
85	VL1							
	MEAN	0.32	0.07	0.81	0.42	0.35		
	N	8.00	7.00	6.00	7.00	7.00		
86	VL1							
	MEAN	0.28	0.41	0.45	0.19	0.55		
	N	11.00	11.00	7.00	10.00	11.00		
87	VL1							
	MEAN	0.22	.	0.34	0.14	0.49		
	N	9.00	0.00	12.00	10.00	11.00		
88	VL1							
	MEAN	0.14	0.00	0.75	0.30	0.82		
	N	10.00	1.00	8.00	3.00	12.00		
89	VL1							
	MEAN	0.60	0.00	.	0.00	0.40		
	N	1.00	1.00	0.00	3.00	2.00		

Table E.3--continued

YEAR	VL2	AIC						
		OC	OO	SA	SM	WR		
85	MEAN	0.00	1.60	2.43	0.00	0.12		
	N	3.00	3.00	5.00	3.00	3.00		
86	MEAN	0.91	0.00	1.04	0.00	0.00		
	N	5.00	4.00	6.00	5.00	4.00		
87	MEAN	1.25	.	0.00	0.00	0.09		
	N	4.00	0.00	4.00	5.00	9.00		
88	MEAN	0.00	0.00	0.00	0.00	0.97		
	N	4.00	6.00	2.00	1.00	4.00		
89	MEAN	0.00	0.00	.	0.00	0.00		
	N	1.00	1.00	0.00	1.00	1.00		



Table E.3--continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
85	VL3							
	MEAN	0.73	1.14	5.11	0.79	1.33		
86	VL3							
	MEAN	2.00	1.35	4.46	0.40	0.88		
87	VL3							
	MEAN	2.61	3.60	4.47	0.35	1.44		
88	VL3							
	MEAN	2.28	2.51	1.90	0.92	1.72		
89	VL3							
	MEAN	0.57	4.43	7.07	4.53	1.37		
	N	3.00	3.00	3.00	3.00	3.00		

Table E.3--continued

YEAR		ALC					
		OC	OO	SA	SM	WR	
85	RECVF						
	MEAN	0.38	0.17	0.34	0.34	0.34	0.34
86	RECVF						
	MEAN	0.37	0.17	0.34	0.13	0.38	0.38
87	RECVF						
	MEAN	0.30	0.15	0.36	0.18	0.38	0.38
88	RECVF						
	MEAN	0.30	0.12	0.29	0.20	0.35	0.35
89	RECVF						
	MEAN	0.36	0.16	0.40	0.30	0.35	0.35
	N	3.00	3.00	3.00	3.00	3.00	3.00

Table E.3--continued

YEAR		ALC						WR
		OC	OO	SA	SM			
85	INITP							
	MEAN	0.56	1.87	0.35	0.63		0.84	
	N	12.00	12.00	12.00	12.00		12.00	
86	INITP							
	MEAN	0.55	1.82	0.69	0.47		0.37	
	N	11.00	11.00	11.00	11.00		11.00	
87	INITP							
	MEAN	0.44	1.61	0.77	0.49		0.74	
	N	12.00	12.00	12.00	12.00		12.00	
88	INITP							
	MEAN	0.42	1.80	0.73	0.87		0.49	
	N	12.00	12.00	12.00	12.00		12.00	
89	INITP							
	MEAN	0.64	1.68	1.63	0.71		0.42	
	N	3.00	3.00	3.00	3.00		3.00	

Table E.4

ANNUAL PERCENTAGES FOR TIMELINESS AND ISSUE SUPPORT:  
MANAGEMENT DIVISION INDICATORS

YEAR		ALC						WR
		OC	OO	SA	SM			
1985	PIE							
	MEAN	86.50	97.50	88.25	97.75			86.25
1986	PIE							
	MEAN	90.33	94.63	96.67	97.57			88.03
1987	PIE							
	MEAN	92.17	97.77	98.50	97.62			87.74
1988	PIE							
	MEAN	93.70	99.25	95.67	95.57			97.08
1989	PIE							
	MEAN	94.60	99.43	98.03	92.83			95.20
		3.00	3.00	3.00	3.00			3.00

Table E.4--continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
1985	PIG							
	MEAN	55.25	84.17	68.50	91.20	70.62		
1986	PIG							
	MEAN	65.75	84.34	81.08	84.79	73.40		
1987	PIG							
	MEAN	63.08	64.67	86.08	77.69	72.12		
1988	PIG							
	MEAN	62.87	68.02	77.78	69.62	83.52		
1989	PIG							
	MEAN	71.37	76.83	70.77	28.63	77.50		
	N	3.00	3.00	3.00	3.00	3.00		

Table E.4--continued

YEAR		ALC					
		OC	OO	SA	SM	WR	
1985	P2C	33.00	32.30	45.67	32.56	36.77	
	MEAN						
1986	P2C	3.00	3.00	3.00	3.00	3.00	
	MEAN						
1987	P2C	28.92	33.08	34.92	30.09	31.48	
	MEAN						
1988	P2C	12.00	12.00	12.00	12.00	12.00	
	MEAN						
1989	P2C	28.83	30.88	30.17	26.24	28.03	
	MEAN						
1990	P2C	12.00	12.00	12.00	12.00	12.00	
	MEAN						
1991	P2C	28.47	26.64	30.84	30.78	33.45	
	MEAN						
1992	P2C	12.00	12.00	12.00	12.00	12.00	
	MEAN						
1993	P2C	25.20	26.60	28.77	27.60	35.87	
	MEAN						
1994	P2C	3.00	3.00	3.00	3.00	3.00	
	MEAN						

Table E.4---continued

YEAR		ALC						
		OC	OO	SA	SM	WR		
1985	P2F3	0.64	0.80	1.56	1.19	0.59		
	MEAN							
	N	12.00	12.00	12.00	12.00	12.00		
1986	P2F3	0.73	0.72	1.17	0.98	0.66		
	MEAN							
	N	12.00	12.00	12.00	12.00	12.00		
1987	P2F3	0.65	0.82	0.70	0.75	0.70		
	MEAN							
	N	12.00	12.00	12.00	12.00	12.00		
1988	P2F3	0.46	0.59	0.70	0.97	0.51		
	MEAN							
	N	12.00	12.00	12.00	12.00	12.00		
1989	P2F3	0.42	0.55	0.86	1.27	0.60		
	MEAN							
	N	3.00	3.00	3.00	3.00	3.00		

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